

ANNUAL WORKFORCE REPORT

Third Quarter Update

FISCAL YEAR 2002-03

**State of Michigan
Department of Civil Service**



Civil Service Commissioners:

**Susan Grimes Munsell, Chairperson
Robert P. Hunter
Sherry L. McMillan
James P. Pitz**

John F. Lopez, State Personnel Director

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SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 14, ENDING JUN 21, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
AGRICULTURE CENTRAL OFFICE	79/01	453.0	9.0	9.0	55.0	11.0	77.0	614.0	0.5	613.5
AGRICULTURE TOTAL		453.0	9.0	9.0	55.0	11.0	77.0	614.0	0.5	613.5
ATY GNRL CENTRAL OFFICE	11/01	397.0	14.0	0.0	51.0	0.0	0.0	462.0	0.0	462.0
ATTORNEY GENERAL TOTAL		397.0	14.0	0.0	51.0	0.0	0.0	462.0	0.0	462.0
LEGISLATIVE AUDITOR GENERAL	03/01	112.0	0.0	16.0	16.0	0.0	4.0	148.0	0.0	148.0
AUDITOR GENERAL TOTAL		112.0	0.0	16.0	16.0	0.0	4.0	148.0	0.0	148.0
MDCD EMPLOYMENT SERVICE AGENCY	80/02	212.0	0.0	0.0	36.0	0.0	6.0	254.0	0.0	254.0
MI DEPT. OF CAREER DEV.	80/01	599.0	5.0	3.0	18.0	33.0	10.0	668.0	2.0	666.0
CAREER DEVELOPMENT TOTAL		811.0	5.0	3.0	54.0	33.0	16.0	922.0	2.0	920.0
CIV RGHT CENTRAL OFFICE	15/01	127.0	0.0	0.0	3.0	0.0	1.0	131.0	0.0	131.0
CIVIL RIGHTS TOTAL		127.0	0.0	0.0	3.0	0.0	1.0	131.0	0.0	131.0
CIV SERV CENTRAL OFFICE	19/01	167.0	2.0	0.0	11.0	0.0	6.0	186.0	1.0	185.0
CIVIL SERVICE TOTAL		167.0	2.0	0.0	11.0	0.0	6.0	186.0	1.0	185.0
DCH - MT. PLEASANT CENTER	39/12	356.0	0.0	4.0	109.0	0.0	0.0	469.0	0.0	469.0
DCH - SOUTHGATE CENTER	39/28	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-CARO CENTER	39/02	380.0	2.0	0.0	42.0	0.0	0.0	424.0	0.0	424.0
DCH-CLINTON VALLEY CTR-PONTIAC	39/15	0.0	0.0	0.0	5.0	0.0	0.0	5.0	0.0	5.0
DCH-COM HEALTH CENTRAL OFFICE	39/01	1,093.0	6.0	8.0	23.0	0.0	65.0	1,195.0	1.5	1,193.5
DCH-CTR FORENSIC PSYCHIATRY	39/20	489.0	0.0	0.0	1.0	0.0	0.0	490.0	0.0	490.0
DCH-HAWTHORN CENTER NORTHVILLE	39/06	200.0	3.0	1.0	0.0	0.0	0.0	204.0	0.0	204.0
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	647.0	5.0	1.0	0.0	0.0	0.0	653.0	0.0	653.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	298.0	10.0	0.0	49.0	0.0	0.0	357.0	0.0	357.0
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	2.0	0.0	0.0	31.0	0.0	0.0	33.0	0.0	33.0
DCH-OFFICE OF SERVICES TO TH	39/70	25.0	0.0	1.0	0.0	0.0	0.0	26.0	0.0	26.0
DCH-WALTER P. REUTHER PSY HOSP	39/45	419.0	0.0	0.0	0.0	0.0	0.0	419.0	0.0	419.0
COMMUNITY HEALTH TOTAL		3,909.0	26.0	15.0	263.0	0.0	65.0	4,278.0	1.5	4,276.5

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 14, ENDING JUN 21, 2003

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
CIS - CENTRAL OFFICE	63/01	2,544.0	34.0	316.0	34.0	1.0	73.0	3,002.0	4.0	2,998.0
MES BOARD OF REVIEW	63/15	14.0	0.0	0.0	2.0	0.0	0.0	16.0	0.0	16.0
MSHDA	63/05	187.0	10.0	8.0	6.0	0.0	12.0	223.0	3.0	220.0
CONSUMER & INDUSTRY SERVICES TOTAL		2,745.0	44.0	324.0	42.0	1.0	85.0	3,241.0	7.0	3,234.0
DOC-ADRIAN/GUS HARRISON FAC	47/29	553.0	0.0	0.0	1.0	0.0	0.0	554.0	0.0	554.0
DOC-ALGER MAX SECURITY CORRECT	47/35	363.0	0.0	0.0	1.0	0.0	0.0	364.0	0.0	364.0
DOC-BARAGA FACILITY	47/40	444.0	2.0	0.0	1.0	0.0	0.0	447.0	0.0	447.0
DOC-BELLAMY CREEK FACILITY	47/48	509.0	0.0	0.0	2.0	0.0	0.0	511.0	0.0	511.0
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	532.0	0.0	0.0	1.0	0.0	0.0	533.0	0.0	533.0
DOC-CARSON CITY FAC/CARSON CIT	47/31	558.0	0.0	0.0	1.0	0.0	0.0	559.0	0.5	558.5
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	592.0	1.0	0.0	1.0	0.0	0.0	594.0	0.0	594.0
DOC-COOPER STREET FACILITY	47/52	273.0	0.0	0.0	0.0	0.0	0.0	273.0	0.0	273.0
DOC-CORRECTN CENTRAL OFFICE	47/02	505.0	0.0	0.0	26.0	0.0	32.0	563.0	0.0	563.0
DOC-COTTON FACILITY	47/20	446.0	0.0	1.0	0.0	0.0	0.0	447.0	0.0	447.0
DOC-CRANE FACILITY	47/16	365.0	0.0	0.0	0.0	0.0	0.0	365.0	0.0	365.0
DOC-EGELER FACILITY	47/27	731.0	0.0	1.0	1.0	0.0	0.0	733.0	0.0	733.0
DOC-FIELD OPERATION REGION III	47/63	586.0	15.0	0.0	3.0	0.0	0.0	604.0	0.0	604.0
DOC-FIELD OPERATIONS REGION I	47/61	551.0	0.0	0.0	2.0	0.0	0.0	553.0	0.0	553.0
DOC-FIELD OPERATIONS REGION II	47/62	754.0	2.0	5.0	2.0	0.0	0.0	763.0	0.0	763.0
DOC-HANDLON MI TRAINING UNT	47/05	299.0	0.0	0.0	3.0	0.0	0.0	302.0	0.0	302.0
DOC-HURON VALLEY MENS FACILITY	47/15	296.0	4.0	0.0	1.0	0.0	0.0	301.0	0.0	301.0
DOC-IONIA MAXIMUM FACILITY	47/24	360.0	0.0	0.0	2.0	0.0	0.0	362.0	0.0	362.0
DOC-IONIA TEMP FACILITY	47/19	208.0	1.0	0.0	1.0	0.0	0.0	210.0	0.0	210.0
DOC-JACKSON CENTRAL REGION	47/50	101.0	0.0	0.0	10.0	0.0	0.0	111.0	0.0	111.0
DOC-KINROSS/HIAWATHA FACILITY	47/12	564.0	0.0	0.0	1.0	0.0	0.0	565.0	0.5	564.5
DOC-LAKELAND MEN'S FACILITY	47/18	296.0	0.0	0.0	0.0	0.0	0.0	296.0	0.0	296.0
DOC-MACOMB FACILITY	47/41	340.0	1.0	0.0	1.0	0.0	0.0	342.0	0.0	342.0
DOC-MARQUETTE BRANCH PRISON	47/06	429.0	0.0	0.0	2.0	0.0	0.0	431.0	0.0	431.0
DOC-MICHIGAN STATE INDUSTRIES	47/09	210.0	0.0	0.0	0.0	0.0	2.0	212.0	0.0	212.0
DOC-MID MICHIGAN FACILITY	47/33	617.0	0.0	0.0	1.0	0.0	0.0	618.0	0.0	618.0
DOC-MOUND FACILITY	47/37	320.0	1.0	0.0	3.0	0.0	0.0	324.0	0.0	324.0
DOC-MUSKEGON FACILITY	47/04	284.0	0.0	0.0	2.0	0.0	0.0	286.0	0.0	286.0
DOC-NEWBERRY FACILITY	47/43	362.0	1.0	0.0	1.0	0.0	0.0	364.0	0.0	364.0
DOC-OAKS FACILITY	47/39	382.0	0.0	0.0	2.0	0.0	0.0	384.0	0.0	384.0

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

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HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-OJIBWAY FACILITY	47/46	300.0	1.0	0.0	1.0	0.0	0.0	302.0	0.0	302.0
DOC-PARNALL FACILITY	47/51	281.0	0.0	0.0	1.0	0.0	0.0	282.0	0.5	281.5
DOC-PINE RIVER FACILITY	47/44	233.0	0.0	0.0	1.0	0.0	0.0	234.0	0.0	234.0
DOC-PUGSLEY FACILITY	47/45	224.0	2.0	0.0	2.0	0.0	0.0	228.0	0.0	228.0
DOC-RIVERSIDE FACILITY	47/11	458.0	0.0	0.0	1.0	0.0	0.0	459.0	0.0	459.0
DOC-RYAN FACILITY	47/38	328.0	0.0	0.0	1.0	0.0	0.0	329.0	0.0	329.0
DOC-SAGINAW FACILITY	47/42	385.0	2.0	0.0	1.0	0.0	1.0	389.0	0.0	389.0
DOC-SCOTT FACILITY	47/21	377.0	1.0	0.0	1.0	0.0	0.0	379.0	0.0	379.0
DOC-SOUTHERN MICHIGAN FACILITY	47/53	428.0	0.0	0.0	0.0	0.0	0.0	428.0	0.0	428.0
DOC-STANDISH MAXIMUM FACILITY	47/34	426.0	1.0	0.0	1.0	0.0	0.0	428.0	0.0	428.0
DOC-THUMB FACILITY	47/25	378.0	0.0	0.0	1.0	0.0	1.0	380.0	0.0	380.0
DOC-WESTERN WAYNE FACILITY	47/17	261.0	0.0	0.0	1.0	0.0	0.0	262.0	0.0	262.0
CORRECTIONS TOTAL		16,909.0	35.0	7.0	84.0	0.0	36.0	17,071.0	1.5	17,069.5
EDUCATION	31/03	205.0	11.0	6.0	31.0	47.0	2.0	302.0	3.5	298.5
EDUCATION TOTAL		205.0	11.0	6.0	31.0	47.0	2.0	302.0	3.5	298.5
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,277.0	8.0	24.0	42.0	0.0	31.0	1,382.0	4.0	1,378.0
ENVIRONMENTAL QUALITY TOTAL		1,277.0	8.0	24.0	42.0	0.0	31.0	1,382.0	4.0	1,378.0
OFFICE OF THE GOVERNOR	01/01	0.0	0.0	0.0	56.0	0.0	0.0	56.0	0.0	56.0
EXECUTIVE OFFICE TOTAL		0.0	0.0	0.0	56.0	0.0	0.0	56.0	0.0	56.0
FIA - INSTITUTIONS	43/07	281.0	1.0	27.0	20.0	0.0	0.0	329.0	0.0	329.0
FIA-BERRIEN COUNTY	43/22	167.0	0.0	0.0	0.0	6.0	0.0	173.0	0.0	173.0
FIA-CALHOUN COUNTY	43/23	140.0	0.0	0.0	6.0	0.0	0.0	146.0	0.0	146.0
FIA-COUNTIES	43/08	2,193.0	0.0	1.0	84.0	38.0	0.0	2,316.0	2.5	2,313.5
FIA-FMLY IND CENTRAL OFFICE	43/01	1,609.0	10.0	18.0	110.0	0.0	8.0	1,755.0	6.5	1,748.5
FIA-GENESEE COUNTY	43/02	534.0	0.0	0.0	11.0	0.0	0.0	545.0	0.0	545.0
FIA-INGHAM COUNTY	43/12	250.0	0.0	0.0	0.0	1.0	0.0	251.0	0.0	251.0
FIA-JACKSON COUNTY	43/15	124.0	0.0	0.0	2.0	0.0	0.0	126.0	0.0	126.0
FIA-KALAMAZOO COUNTY	43/14	196.0	0.0	0.0	3.0	0.0	0.0	199.0	0.0	199.0
FIA-KENT COUNTY	43/03	363.0	0.0	0.0	21.0	10.0	0.0	394.0	0.5	393.5
FIA-MACOMB COUNTY	43/04	324.0	0.0	0.0	20.0	0.0	0.0	344.0	1.0	343.0
FIA-MAXEY TRAINING SCHOOL	43/11	283.0	0.0	6.0	38.0	0.0	0.0	327.0	0.0	327.0

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
REPORT SEQUENCE: HRS_DEPT_CD_DESC, HRS_AGENCY_CD
TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 14, ENDING JUN 21, 2003

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FIA-MUSKEGON COUNTY	43/24	177.0	1.0	0.0	1.0	0.0	0.0	179.0	0.0	179.0
FIA-OAKLAND COUNTY	43/05	414.0	0.0	0.0	15.0	0.0	0.0	429.0	0.5	428.5
FIA-SAGINAW COUNTY	43/13	238.0	0.0	0.0	6.0	0.0	0.0	244.0	0.0	244.0
FIA-WASHTENAW	43/25	132.0	0.0	0.0	3.0	0.0	0.0	135.0	0.0	135.0
FIA-WAYNE COUNTY DSS	43/06	123.0	0.0	0.0	14.0	0.0	0.0	137.0	0.0	137.0
FIA-WAYNE COUNTY O.C.Y.S.	43/20	707.0	0.0	0.0	10.0	0.0	0.0	717.0	0.0	717.0
FIA-WAYNE COUNTY ZONE 3	43/18	515.0	0.0	0.0	9.0	0.0	0.0	524.0	0.0	524.0
FIA-WAYNE COUNTY ZONE 4	43/19	537.0	0.0	0.0	5.0	0.0	0.0	542.0	0.0	542.0
FIA-WAYNE COUNTY ZONE L	43/16	456.0	0.0	1.0	8.0	0.0	0.0	465.0	0.0	465.0
FAMILY INDEPENDENCE AGENCY TOTAL		9,763.0	12.0	53.0	386.0	55.0	8.0	10,277.0	11.0	10,266.0
HISTORY ARTS AND LIBRARIES	25/01	187.0	0.0	4.0	3.0	18.0	92.0	304.0	1.5	302.5
HISTORY ARTS AND LIBRARIES TOTAL		187.0	0.0	4.0	3.0	18.0	92.0	304.0	1.5	302.5
DEPT OF INFORMATION TECHNOLOGY	08/01	1,592.0	4.0	5.0	60.0	0.0	66.0	1,727.0	0.0	1,727.0
INFORMATION TECHNOLOGY TOTAL		1,592.0	4.0	5.0	60.0	0.0	66.0	1,727.0	0.0	1,727.0
MGMT BUD CENTRAL OFFICE	07/01	908.0	23.0	2.0	39.0	0.0	43.0	1,015.0	3.5	1,011.5
STRATEGIC FUND	07/40	194.0	5.0	13.0	11.0	0.0	57.0	280.0	1.0	279.0
MANAGEMENT & BUDGET TOTAL		1,102.0	28.0	15.0	50.0	0.0	100.0	1,295.0	4.5	1,290.5
D.J. JACOBETTI HOME FOR VETERA	51/03	141.0	5.0	5.0	2.0	0.0	0.0	153.0	1.0	152.0
GRAND RAPIDS HOME FOR VETERANS	51/02	466.0	2.0	11.0	7.0	3.0	0.0	489.0	0.0	489.0
MIL AFFR CENTRAL OFFICE	51/01	228.0	1.0	13.0	14.0	14.0	24.0	294.0	0.0	294.0
MILITARY AFFAIRS TOTAL		835.0	8.0	29.0	23.0	17.0	24.0	936.0	1.0	935.0
DEPARTMENT OF NATURAL RESOURCE	75/01	1,314.0	8.0	61.0	18.0	303.0	1,388.0	3,092.0	1.5	3,090.5
DEPT OF NATURAL RESOURCES-EXEC	75/04	1.0	0.0	0.0	3.0	0.0	0.0	4.0	0.0	4.0
NATURAL RESOURCES TOTAL		1,315.0	8.0	61.0	21.0	303.0	1,388.0	3,096.0	1.5	3,094.5
DEPARTMENT OF STATE	23/01	1,230.0	0.0	417.0	21.0	0.0	192.0	1,860.0	0.5	1,859.5
STATE TOTAL		1,230.0	0.0	417.0	21.0	0.0	192.0	1,860.0	0.5	1,859.5
STATE POLICE	55/01	2,688.0	42.0	6.0	16.0	0.0	7.0	2,759.0	1.5	2,757.5

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS
STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL
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STATE POLICE TOTAL		2,688.0	42.0	6.0	16.0	0.0	7.0	2,759.0	1.5	2,757.5
BRIDGE AUTHORITIES-INTERNATION	59/03	31.0	0.0	3.0	0.0	0.0	17.0	51.0	0.0	51.0
BRIDGE AUTHORITIES-MACKINAC	59/02	51.0	0.0	16.0	2.0	13.0	13.0	95.0	0.0	95.0
TRANSPORTATION CENTRAL OFFICE	59/01	2,418.0	34.0	16.0	86.0	28.0	291.0	2,873.0	11.0	2,862.0
TRANSPORTATION TOTAL		2,500.0	34.0	35.0	88.0	41.0	321.0	3,019.0	11.0	3,008.0
BUREAU OF STATE LOTTERY	27/95	141.0	0.0	0.0	2.0	0.0	0.0	143.0	0.0	143.0
GAMING CONTROL	27/07	80.0	2.0	0.0	8.0	0.0	1.0	91.0	1.0	90.0
TREASURY CENTRAL PAYROLL	27/01	1,123.0	6.0	12.0	32.0	0.0	149.0	1,322.0	2.5	1,319.5
TREASURY TOTAL		1,344.0	8.0	12.0	42.0	0.0	150.0	1,556.0	3.5	1,552.5
STATEWIDE TOTAL:		49,668.0	298.0	1,041.0	1,418.0	526.0	2,671.0	55,622.0	57.0	55,565.0

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be Part Time, Permanent Intermittent, Limited Term, Seasonal, or Non-Career. For this report, the actual number of employees who Job Share are divided in half.

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 06/21/2003 (B)	FTE Positions 03/29/2003 (C)	Difference 06/21/2003 - 03/29/2003 (B - C)	Difference 06/21/2003 - Appropriated (B - A)
AGRICULTURE	Regular	629.5	555.0	539.8	15.2	-74.5
	Overtime	0.0	0.5	0.4	0.1	0.5
	Total	629.5	555.5	540.2	15.3	-74.0
ATTORNEY GENERAL	Regular	586.5	452.5	459.3	-6.8	-134.0
	Overtime	0.0	0.7	0.2	0.6	0.7
	Total	586.5	453.2	459.4	-6.2	-133.3
AUDITOR GENERAL	Regular	0.0	140.9	150.3	-9.4	140.9
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	140.9	150.3	-9.4	140.9
CAREER DEVELOPMENT	Regular	1,089.0	901.6	904.5	-2.9	-187.4
	Overtime	0.0	0.5	0.9	-0.4	0.5
	Total	1,089.0	902.1	905.4	-3.3	-186.9
CIVIL RIGHTS	Regular	158.5	129.9	132.7	-2.8	-28.6
	Overtime	0.0	3.1	0.0	3.1	3.1
	Total	158.5	133.0	132.7	0.3	-25.5
CIVIL SERVICE	Regular	201.5	180.7	186.5	-5.8	-20.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	201.5	180.7	186.5	-5.8	-20.8
COMMUNITY HEALTH	Regular	5,666.3	4,221.7	4,442.3	-220.6	-1,444.6
	Overtime	0.0	165.4	136.6	28.8	165.4
	Total	5,666.3	4,387.1	4,578.9	-191.8	-1,279.2
CONSUMER & INDUSTRY SERVICES	Regular	3,948.9	3,168.6	3,188.1	-19.5	-780.3
	Overtime	0.0	82.6	97.5	-14.9	82.6
	Total	3,948.9	3,251.2	3,285.6	-34.4	-697.7
CORRECTIONS	Regular	18,827.9	16,964.4	17,215.7	-251.3	-1,863.5
	Overtime	0.0	531.9	413.5	118.4	531.9
	Total	18,827.9	17,496.3	17,629.2	-132.8	-1,331.6
EDUCATION	Regular	436.1	249.7	295.2	-45.5	-186.4
	Overtime	0.0	0.2	0.8	-0.7	0.2
	Total	436.1	249.9	296.1	-46.2	-186.2

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 06/21/2003 (B)	FTE Positions 03/29/2003 (C)	Difference 06/21/2003 - 03/29/2003 (B - C)	Difference 06/21/2003 - Appropriated (B - A)
ENVIRONMENTAL QUALITY	Regular	1,590.7	1,351.4	1,330.7	20.8	-239.3
	Overtime	0.0	1.4	1.4	0.0	1.4
	Total	1,590.7	1,352.8	1,332.1	20.8	-237.9
EXECUTIVE OFFICE	Regular	74.2	55.5	50.0	5.5	-18.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	55.5	50.0	5.5	-18.7
FAMILY INDEPENDENCE AGENCY	Regular	12,495.1	10,160.4	10,133.2	27.2	-2,334.7
	Overtime	0.0	100.2	248.7	-148.4	100.2
	Total	12,495.1	10,260.7	10,381.9	-121.2	-2,234.4
HISTORY ARTS AND LIBRARIES	Regular	241.5	267.5	224.9	42.6	26.0
	Overtime	0.0	1.0	0.1	0.9	1.0
	Total	241.5	268.5	225.0	43.5	27.0
INFORMATION TECHNOLOGY	Regular	1,765.4	1,693.8	1,695.9	-2.0	-71.6
	Overtime	0.0	14.0	15.2	-1.2	14.0
	Total	1,765.4	1,707.8	1,711.1	-3.3	-57.6
MANAGEMENT & BUDGET	Regular	1,080.0	1,251.6	1,222.9	28.6	171.6
	Overtime	0.0	10.9	9.1	1.8	10.9
	Total	1,080.0	1,262.5	1,232.0	30.5	182.5
MILITARY AFFAIRS	Regular	1,072.0	907.2	885.3	21.9	-164.8
	Overtime	0.0	31.8	31.3	0.5	31.8
	Total	1,072.0	939.0	916.6	22.4	-133.0
NATURAL RESOURCES	Regular	2,075.5	2,845.2	1,534.9	1,310.3	769.7
	Overtime	0.0	43.1	12.8	30.3	43.1
	Total	2,075.5	2,888.3	1,547.7	1,340.6	812.8
STATE	Regular	1,847.8	1,719.3	1,609.9	109.4	-128.5
	Overtime	0.0	4.8	16.6	-11.8	4.8
	Total	1,847.8	1,724.1	1,626.5	97.6	-123.7
STATE POLICE	Regular	3,445.5	2,731.8	2,778.7	-46.9	-713.7
	Overtime	0.0	216.4	62.7	153.7	216.4
	Total	3,445.5	2,948.2	2,841.4	106.8	-497.3

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2003 Appropriated (A)	FTE Positions 06/21/2003 (B)	FTE Positions 03/29/2003 (C)	Difference 06/21/2003 - 03/29/2003 (B - C)	Difference 06/21/2003 - Appropriated (B - A)
TRANSPORTATION	Regular	3,069.3	2,947.0	2,615.9	331.1	-122.3
	Overtime	0.0	182.2	44.6	137.6	182.2
	Total	3,069.3	3,129.2	2,660.5	468.6	59.9
TREASURY	Regular	1,852.5	1,495.8	1,583.0	-87.2	-356.7
	Overtime	0.0	0.7	12.5	-11.8	0.7
	Total	1,852.5	1,496.5	1,595.5	-99.0	-356.0
STATEWIDE TOTALS	Total Regular	62,153.7	54,391.7	53,179.7	1,211.9	-7,762.0
	Total Overtime	0.0	1,391.5	1,104.9	286.6	1,391.5
	Grand Total	62,153.7	55,783.2	54,284.7	1,498.5	-6,370.5

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

Table 1-3

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	PAY PERIOD ENDING 3/29/2003		PAY PERIOD ENDING 6/21/2003	
	NUMBER	PERCENT OF CLASSIFIED EMPLOYEES	NUMBER	PERCENT OF CLASSIFIED EMPLOYEES
Agriculture	608.5	1.1%	613.5	1.1%
Attorney General	469.0	0.9%	462.0	0.8%
Auditor General	155.0	0.3%	148.0	0.3%
Career Development	914.0	1.7%	920.0	1.7%
Civil Rights	134.0	0.2%	131.0	0.2%
Civil Service	190.0	0.4%	185.0	0.3%
Community Health	4,506.5	8.3%	4,276.5	7.7%
Consumer and Industry Services	3,263.0	6.0%	3,234.0	5.8%
Corrections	17,284.5	31.9%	17,069.5	30.7%
Education	297.0	0.5%	298.5	0.5%
Environmental Quality	1,361.5	2.5%	1,378.0	2.5%
Executive Office	52.0	0.1%	56.0	0.1%
Family Independence Agency	10,228.0	18.8%	10,266.0	18.5%
History Arts and Libraries	268.0	0.5%	302.5	0.5%
Information and Technology	1,724.0	3.2%	1,727.0	3.1%
Management and Budget	1,293.0	2.4%	1,290.5	2.3%
Military & Veterans Affairs	912.0	1.7%	935.0	1.7%
Natural Resources	1,665.0	3.1%	3,094.5	5.6%
State	1,804.5	3.3%	1,859.5	3.3%
State Police	2,816.5	5.2%	2,757.5	5.0%
Transportation	2,695.0	5.0%	3,008.0	5.4%
Treasury	1,622.5	3.0%	1,552.5	2.8%
TOTAL	54,263.5	100.0%	55,565.0	100.0%

Source: MAIN, MIDB Civil Service HWF03

Note: This report reflects classified employees who are full-time, part-time- permanent intermittent, limited term, seasonal, or non career in primary positions only.

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY HRS DEPARTMENT

PAY PERIOD NUMBER 14 , ENDING JUN 21, 2003

HRS DEPARTMENT	DEPT CODE	CURRENT PAY TOTAL EMPLOYEES	NUMBER OF PAY PERIODS	FYTD AVERAGE NO. OF EMPLOYEES
AGRICULTURE	79	613.5	19	615.0
ATTORNEY GENERAL	11	462.0	19	475.7
AUDITOR GENERAL	03	148.0	19	159.8
CAREER DEVELOPMENT	80	920.0	19	912.8
CIVIL RIGHTS	15	131.0	19	137.1
CIVIL SERVICE	19	185.0	19	173.1
COMMUNITY HEALTH	39	4,276.5	19	4,498.1
CONSUMER & INDUSTRY SERVICES	63	3,234.0	19	3,170.4
CORRECTIONS	47	17,069.5	19	17,310.4
EDUCATION	31	298.5	19	298.7
ENVIRONMENTAL QUALITY	76	1,378.0	19	1,363.3
EXECUTIVE OFFICE	01	56.0	19	48.5
FAMILY INDEPENDENCE AGENCY	43	10,266.0	19	10,316.4
HISTORY ARTS AND LIBRARIES	25	302.5	19	281.5
INFORMATION TECHNOLOGY	08	1,727.0	19	1,731.9
MANAGEMENT & BUDGET	07	1,290.5	19	1,311.1
MILITARY AFFAIRS	51	935.0	19	911.9
NATURAL RESOURCES	75	3,094.5	19	1,994.2
STATE	23	1,859.5	19	1,826.3
STATE POLICE	55	2,757.5	19	2,827.6
TRANSPORTATION	59	3,008.0	19	2,771.8
TREASURY	27	1,552.5	19	1,527.7
GRAND TOTAL:		55,565.0	19	54,663.5

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

MAIN MIDB CIVIL SERVICE WORKFORCE 09

REPORT SEQUENCE: HRS_DEPT_CD_DESC

TABLES USED: HRS_APPOINTMENTS, HRM_APPT_DEPART, PROFILE_HRS_DEPT_AGENCY, VTS_PROFILE_HRS_PAY_PERIOD

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY HRS DEPARTMENT

PAY PERIOD ENDING JUNE 21, 2003

HRS DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	615	1%	44.0	\$22.34	350	57%
ATTORNEY GENERAL	462	1%	47.3	\$32.49	355	77%
AUDITOR GENERAL	148	0%	38.2	\$29.07	89	60%
CAREER DEVELOPMENT	922	2%	47.6	\$22.98	645	70%
CIVIL RIGHTS	131	0%	44.3	\$23.19	82	63%
CIVIL SERVICE	186	0%	46.3	\$24.90	144	77%
COMMUNITY HEALTH	4,309	8%	45.8	\$21.86	2,983	69%
CONSUMER & INDUSTRY SERVICES	3,247	6%	45.6	\$22.00	2,136	66%
CORRECTIONS	17,177	31%	42.5	\$20.59	12,617	73%
EDUCATION	302	1%	48.7	\$24.46	202	67%
ENVIRONMENTAL QUALITY	1,381	2%	44.2	\$24.90	1,026	74%
EXECUTIVE OFFICE	56	0%	35.0	\$21.18	2	4%
FAMILY INDEPENDENCE AGENCY	10,296	18%	45.2	\$20.53	7,087	69%
HISTORY ARTS AND LIBRARIES	304	1%	40.4	\$18.10	131	43%
INFORMATION TECHNOLOGY	1,727	3%	44.1	\$25.26	1,175	68%
MANAGEMENT & BUDGET	1,295	2%	44.3	\$22.16	855	66%
MILITARY AFFAIRS	942	2%	44.9	\$18.79	620	66%
NATURAL RESOURCES	3,095	6%	38.1	\$15.11	1,175	38%
STATE	1,862	3%	43.9	\$18.45	1,192	64%
STATE POLICE	2,772	5%	40.0	\$24.25	2,145	77%
TRANSPORTATION	3,025	5%	41.3	\$21.08	1,860	61%
TREASURY	1,559	3%	45.0	\$21.78	994	64%
STATEWIDE TOTALS	55,813	100%	43.4	\$21.09	37,865	68%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING JUNE 21, 2003

Table 2-4

Department	Total Employees	Health						Dental						Vision	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	615	271	44%	223	36%	8	1%	484	79%	17	3%	2	0%	509	83%
ATTORNEY GENERAL	462	235	51%	187	40%	8	2%	420	91%	15	3%	2	0%	439	95%
AUDITOR GENERAL	148	36	24%	86	58%	9	6%	126	85%	2	1%	1	1%	130	88%
CAREER DEVELOPMENT	922	514	56%	303	33%	36	4%	806	87%	43	5%	12	1%	861	93%
CIVIL RIGHTS	131	75	57%	50	38%	2	2%	121	92%	7	5%	1	1%	129	98%
CIVIL SERVICE	186	75	40%	86	46%	1	1%	162	87%	4	2%	0	0%	167	90%
COMMUNITY HEALTH	4,309	2,459	57%	1,461	34%	55	1%	3,841	89%	151	4%	8	0%	4,010	93%
CONSUMER & INDUSTRY SERVICES	3,247	1,520	47%	1,356	42%	68	2%	2,806	86%	153	5%	17	1%	2,983	92%
CORRECTIONS	17,177	10,312	60%	5,633	33%	173	1%	15,776	92%	419	2%	41	0%	16,251	95%
EDUCATION	302	135	45%	121	40%	7	2%	256	85%	7	2%	4	1%	268	89%
ENVIRONMENTAL QUALITY	1,383	603	44%	652	47%	23	2%	1,245	90%	35	3%	7	1%	1,290	93%
EXECUTIVE OFFICE	56	31	55%	16	29%	0	0%	47	84%	3	5%	0	0%	50	89%
FAMILY INDEPENDENCE AGENCY	10,296	5,799	56%	3,815	37%	134	1%	9,404	91%	394	4%	44	0%	9,837	96%
HISTORY ARTS AND LIBRARIES	304	88	29%	107	35%	1	0%	191	63%	7	2%	1	0%	198	65%
INFORMATION TECHNOLOGY	1,727	621	36%	921	53%	34	2%	1,500	87%	67	4%	7	0%	1,581	92%
MANAGEMENT & BUDGET	1,295	408	32%	681	53%	22	2%	1,092	84%	27	2%	5	0%	1,124	87%
MILITARY AFFAIRS	942	376	40%	477	51%	16	2%	869	92%	6	1%	1	0%	878	93%
NATURAL RESOURCES	3,097	1,182	38%	359	12%	50	2%	1,541	50%	15	0%	12	0%	1,568	51%
STATE	1,862	841	45%	695	37%	26	1%	1,508	81%	71	4%	11	1%	1,595	86%
STATE POLICE	2,772	2,124	77%	502	18%	24	1%	2,618	94%	36	1%	7	0%	2,662	96%
TRANSPORTATION	3,025	1,469	49%	1,036	34%	54	2%	2,512	83%	47	2%	11	0%	2,570	85%
TREASURY	1,559	567	36%	703	45%	40	3%	1,253	80%	61	4%	11	1%	1,327	85%
STATEWIDE TOTALS:	55,817	29,741	53%	19,470	35%	791	1%	48,578	87%	1,587	3%	205	0%	50,427	90%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING JUNE 21, 2003

Department	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	615	453	74%	0	0%	498	81%	39	6%	95	15%
ATTORNEY GENERAL	462	430	93%	0	0%	440	95%	21	5%	98	21%
AUDITOR GENERAL	148	124	84%	0	0%	121	82%	23	16%	33	22%
CAREER DEVELOPMENT	922	821	89%	0	0%	821	89%	82	9%	149	16%
CIVIL RIGHTS	131	114	87%	0	0%	116	89%	14	11%	24	18%
CIVIL SERVICE	186	162	87%	0	0%	163	88%	15	8%	68	37%
COMMUNITY HEALTH	4,309	3,959	92%	0	0%	4,047	94%	192	4%	491	11%
CONSUMER & INDUSTRY SERVICES	3,247	2,603	80%	0	0%	2,933	90%	225	7%	512	16%
CORRECTIONS	17,177	16,353	95%	0	0%	16,632	97%	498	3%	1,009	6%
EDUCATION	302	258	85%	0	0%	279	92%	21	7%	68	23%
ENVIRONMENTAL QUALITY	1,383	1,203	87%	0	0%	1,242	90%	109	8%	235	17%
EXECUTIVE OFFICE	56	23	41%	0	0%	36	64%	19	34%	2	4%
FAMILY INDEPENDENCE AGENCY	10,296	9,575	93%	0	0%	9,712	94%	563	5%	1,403	14%
HISTORY ARTS AND LIBRARIES	304	177	58%	0	0%	195	64%	17	6%	58	19%
INFORMATION TECHNOLOGY	1,727	1,430	83%	51	3%	1,427	83%	110	6%	280	16%
MANAGEMENT & BUDGET	1,295	1,037	80%	0	0%	1,125	87%	69	5%	185	14%
MILITARY AFFAIRS	942	771	82%	0	0%	877	93%	35	4%	58	6%
NATURAL RESOURCES	3,097	1,447	47%	0	0%	1,598	52%	110	4%	194	6%
STATE	1,862	1,455	78%	0	0%	1,564	84%	105	6%	253	14%
STATE POLICE	2,772	2,473	89%	1,792	65%	2	0%	101	4%	218	8%
TRANSPORTATION	3,025	2,399	79%	0	0%	2,510	83%	191	6%	296	10%
TREASURY	1,559	1,240	80%	0	0%	1,313	84%	93	6%	215	14%
STATEWIDE TOTALS:	55,817	48,507	87%	1,843	3%	47,651	85%	2,652	5%	5,944	11%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

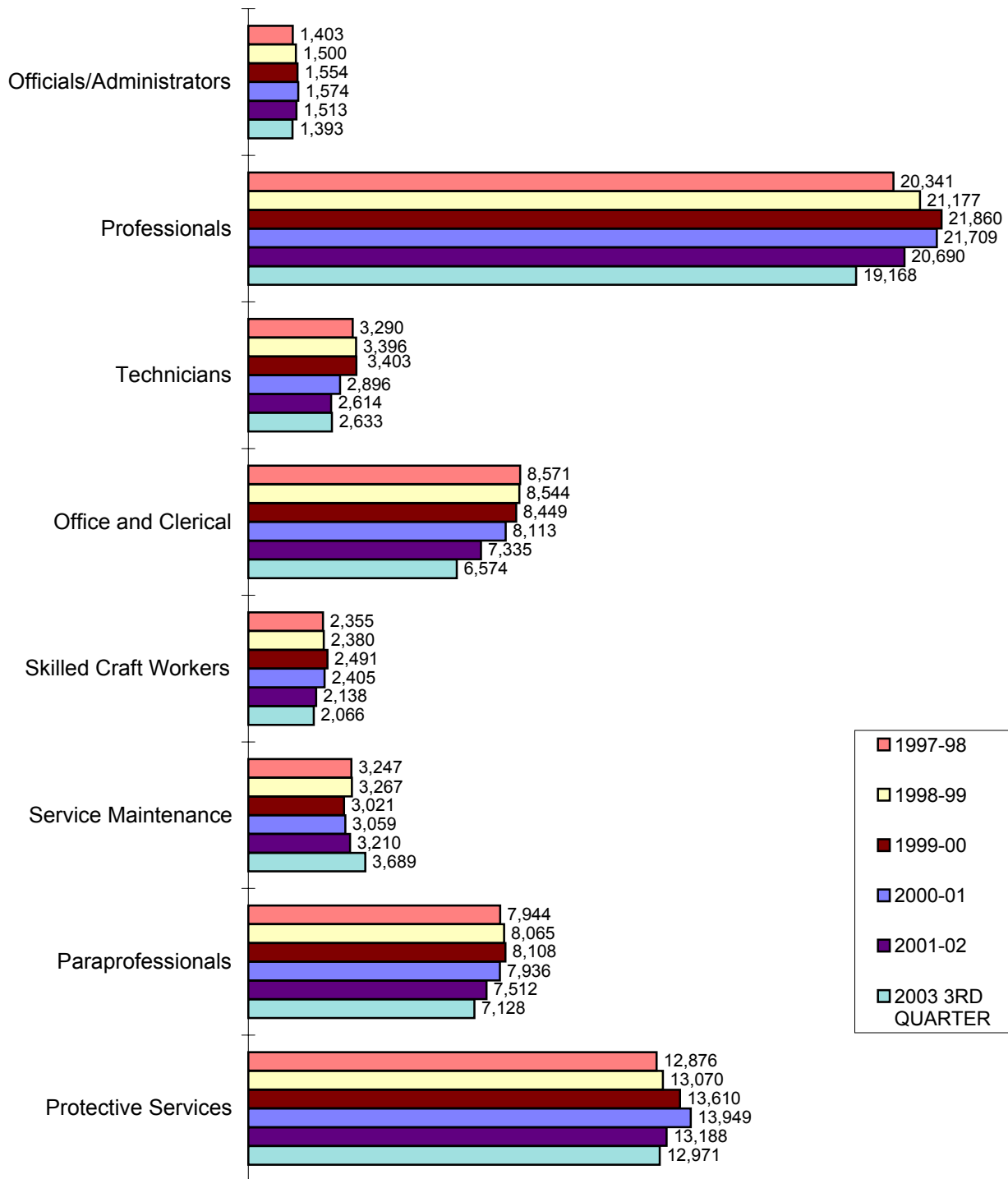
AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	19 & UNDER	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 & OVER	TOTAL
AGRICULTURE	5	42	55	48	66	118	145	136	78	27	11	4	614
ATTORNEY GENERAL	0	1	16	46	58	73	114	116	93	29	5	0	462
AUDITOR GENERAL	1	7	33	26	32	33	21	14	9	2	0	0	148
CAREER DEVELOPMENT	2	18	32	73	89	137	226	291	178	60	3	4	922
CIVIL RIGHTS	0	2	15	17	17	17	26	38	21	5	0	0	131
CIVIL SERVICE	1	6	11	10	14	33	52	57	35	4	2	0	186
COMMUNITY HEALTH	23	136	219	362	404	709	1,326	1,158	575	187	27	5	4,277
CONSUMER & INDUSTRY SERVICES	20	128	214	290	333	509	796	820	534	165	37	9	3,241
CORRECTIONS	7	304	1,441	2,805	3,321	3,684	3,719	3,175	1,504	390	51	7	17,071
EDUCATION	0	7	12	14	17	46	92	89	69	27	1	3	302
ENVIRONMENTAL QUALITY	4	35	98	145	166	272	370	343	149	35	7	1	1,382
EXECUTIVE OFFICE	0	12	16	12	6	14	3	4	2	1	0	0	56
FAMILY INDEPENDENCE AGENCY	1	199	865	1,152	1,184	1,470	2,660	2,923	1,437	342	53	15	10,277
HISTORY ARTS AND LIBRARIES	12	57	25	35	45	26	48	59	35	11	4	3	304
INFORMATION TECHNOLOGY	6	72	111	157	223	354	448	416	196	58	4	1	1,727
MANAGEMENT & BUDGET	11	81	86	109	151	211	357	347	128	50	10	6	1,295
MILITARY AFFAIRS	9	22	52	94	129	193	223	237	110	42	9	4	936
NATURAL RESOURCES	306	734	346	302	285	378	499	423	238	132	63	48	3,095
STATE	26	129	131	165	222	328	462	467	222	65	9	4	1,860
STATE POLICE	0	56	328	634	636	568	574	345	127	28	4	2	2,759
TRANSPORTATION	54	361	267	326	444	561	670	578	285	73	13	1	3,017
TREASURY	3	64	110	126	189	304	406	375	200	70	17	4	1,555
STATEWIDE TOTAL	491	2,473	4,483	6,948	8,031	10,038	13,237	12,411	6,225	1,803	330	121	55,617
AVERAGE AGE	19.12	22.39	27.31	32.18	37.14	42.10	47.16	51.78	56.33	61.08	66.23	73.11	43.43

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

EMPLOYMENT TREND OF JOB CATEGORIES **Fiscal Years 1997-98 through Third Quarter 2002-03**



2002-03 Third Quarter Grand Total: 55,622

Source: MAIN MIDB Civil Service HWF27, pay period ending 6-21-03.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Table 2-11

PAY PERIOD ENDING DATE: JUN 21, 2003

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	15	28
ALGER	403	9	412
ALLEGAN	198	57	255
ALPENA	127	27	154
ANTRIM	26	1	27
ARENAC	374	16	390
BARAGA	470	45	515
BARRY	75	33	108
BAY	269	68	337
BENZIE	25	10	35
BERRIEN	390	84	474
BRANCH	755	13	768
CALHOUN	331	36	367
CASS	69	10	79
CHARLEVOIX	30	74	104
CHEBOYGAN	82	89	171
CHIPPEWA	1,311	85	1,396
CLARE	42	31	73
CLINTON	122	31	153
CRAWFORD	232	120	352
DELTA	192	58	250
DICKINSON	52	10	62
EATON	2,359	292	2,651
EMMET	67	56	123
GENESEE	852	95	947
GLADWIN	44	12	56
GOGEBIC	298	16	314
GRAND TRAVERSE	502	65	567
GRATIOT	920	11	931
HILLSDALE	62	10	72
HOUGHTON	108	35	143
HURON	37	50	87
INGHAM	9,804	1,433	11,237
IONIA	2,002	72	2,074
IOSCO	51	39	90
IRON	121	26	147
ISABELLA	483	126	609
JACKSON	2,795	100	2,895
KALAMAZOO	948	136	1,084
KALKASKA	51	7	58
KENT	1,481	182	1,663
KEWEENAW	1	23	24
LAKE	48	3	51
LAPEER	411	25	436
LEELANAU	12	8	20

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Table 2-11

PAY PERIOD ENDING DATE: JUN 21, 2003

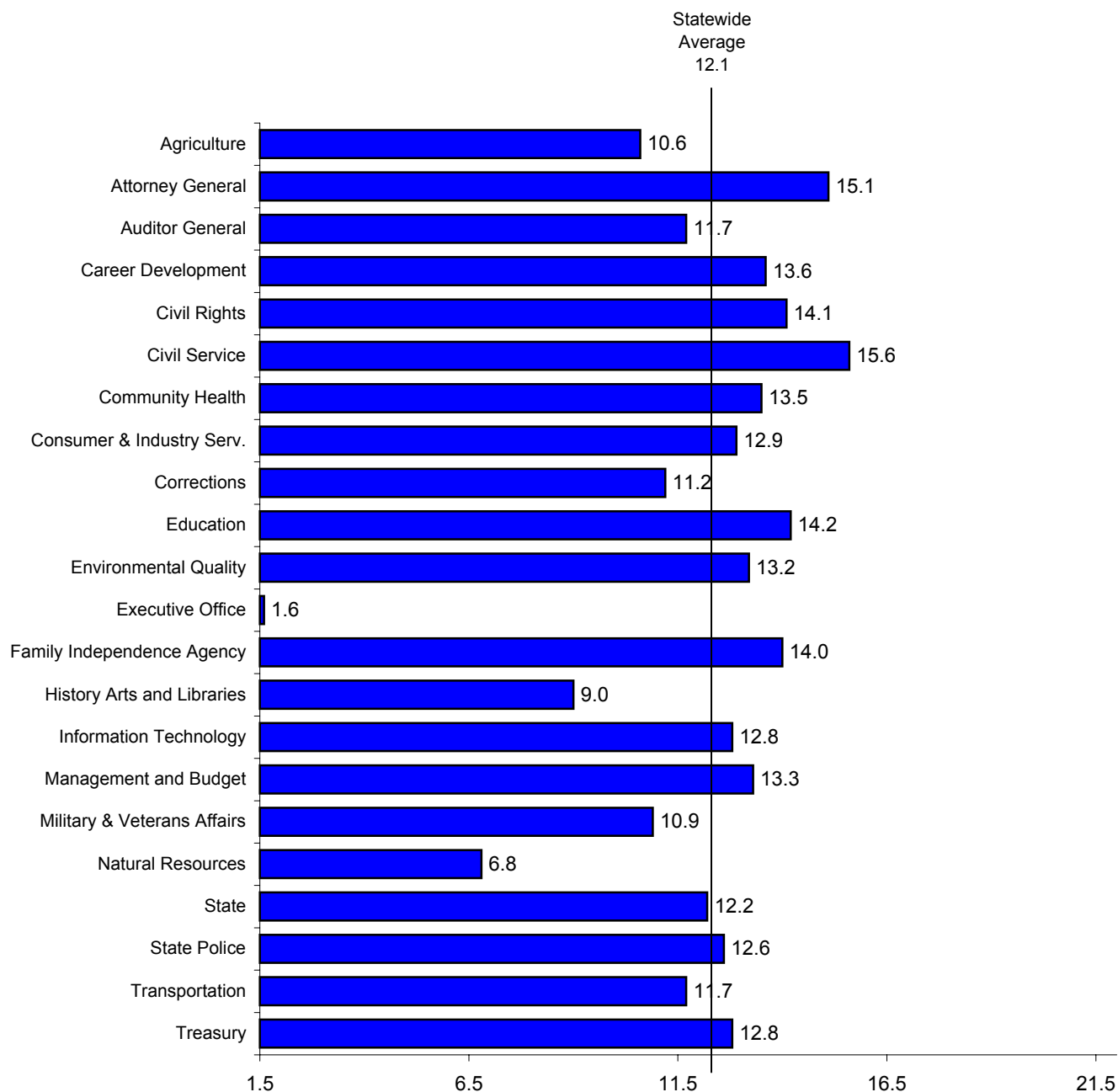
COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	833	60	893
LIVINGSTON	523	117	640
LUCE	452	35	487
MACKINAC	129	112	241
MACOMB	1,043	102	1,145
MANISTEE	404	25	429
MARQUETTE	854	84	938
MASON	71	34	105
MECOSTA	50	4	54
MENOMINEE	43	25	68
MIDLAND	73	11	84
MISSAUKEE	46	6	52
MONROE	168	56	224
MONTCALM	675	23	698
MONTMORENCY	60	23	83
MUSKEGON	1,120	86	1,206
NEWAYGO	74	9	83
OAKLAND	1,080	250	1,330
OCEANA	55	77	132
OGEMAW	63	24	87
ONTONAGON	25	20	45
OSCEOLA	61	5	66
OSCODA	28	7	35
OTSEGO	230	39	269
OTTAWA	169	74	243
OUT OF STATE	58	4	62
PRESQUE ISLE	16	20	36
ROSCOMMON	145	53	198
SAGINAW	1,026	49	1,075
SANILAC	53	9	62
SCHOOLCRAFT	44	28	72
SHIAWASSEE	84	9	93
ST CLAIR	208	83	291
ST JOSEPH	103	8	111
STATEWIDE	789	70	859
TUSCOLA	529	61	590
VAN BUREN	253	51	304
WASHTENAW	1,797	89	1,886
WAYNE	7,003	513	7,516
WEXFORD	185	50	235
GRAND TOTAL:	49,667	6,149	55,816

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT
Pay Period Ending June 21, 2003



Note: Years of service computed for this report do not include service credit for military service college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF18

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
LESS THAN 6 YEARS	111	127	2	9	1	0	0	3	0	3	1	1	115	143	0	1
6 - 10 YEARS	40	31	3	6	0	2	1	1	0	1	0	0	44	41	1	1
11- 15 YEARS	45	41	0	2	0	1	0	1	1	3	0	0	46	48	1	0
16 - 20 YEARS	30	25	1	4	0	0	0	0	1	0	0	0	32	29	3	2
21 - 25 YEARS	20	27	2	4	0	0	1	0	1	0	0	0	24	31	0	4
26 - 30 YEARS	28	13	1	2	0	0	1	1	0	0	0	0	30	16	2	2
31 - 35 YEARS	6	3	0	2	0	0	0	0	2	0	0	0	8	5	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	281	268	9	29	1	3	3	6	5	7	1	1	300	314	7	10
MORE THAN 10 YEARS	130	110	4	14	0	1	2	2	5	3	0	0	141	130	6	8
AVERAGE YEARS	11.2	9.4	13.0	12.8	3.0	9.3	19.7	10.2	24.4	6.9	1.0	1.0	11.5	9.7	18.6	19.8
DEPARTMENT AVERAGE YEARS	10.6															

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
LESS THAN 6 YEARS	27	45	4	14	0	0	0	3	0	1	0	0	31	63	0	0
6 - 10 YEARS	32	41	2	4	0	0	1	1	0	0	0	0	35	46	0	0
11- 15 YEARS	29	36	2	4	0	0	0	2	1	0	0	0	32	42	0	1
16 - 20 YEARS	26	30	3	6	0	0	0	2	0	0	0	0	29	38	1	2
21 - 25 YEARS	27	31	4	2	0	0	2	1	0	0	0	0	33	34	1	1
26 - 30 YEARS	36	18	0	3	0	0	0	0	0	0	0	0	36	21	1	1
31 - 35 YEARS	12	5	0	0	0	0	0	0	0	0	0	0	12	5	1	1
36 - 40 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	2	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	191	208	15	34	0	0	3	9	1	1	0	0	210	252	4	6
MORE THAN 10 YEARS	132	122	9	16	0	0	2	5	1	0	0	0	144	143	4	6
AVERAGE YEARS	17.1	14.0	13.8	11.6	0.0	0.0	19.0	11.2	15.0	4.0	0.0	0.0	16.9	13.5	25.3	22.0

DEPARTMENT AVERAGE YEARS **15.1**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	21	35	1	0	0	0	0	0	0	1	0	0	22	36	0	0
6 - 10 YEARS	10	14	0	2	0	0	0	0	0	0	0	0	10	16	0	0
11- 15 YEARS	1	13	0	0	0	0	0	0	0	0	0	0	1	13	0	0
16 - 20 YEARS	11	10	2	0	0	0	0	0	0	0	0	0	13	10	0	2
21 - 25 YEARS	8	5	1	0	0	0	0	0	0	0	0	0	9	5	0	1
26 - 30 YEARS	7	0	0	0	0	0	0	0	0	0	0	0	7	0	1	0
31 - 35 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	64	77	4	2	0	0	0	0	0	1	0	0	68	80	1	3
MORE THAN 10 YEARS	33	28	3	0	0	0	0	0	0	0	0	0	36	28	1	3
AVERAGE YEARS	15.0	8.9	15.3	9.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	15.0	8.9	29.0	18.3

DEPARTMENT AVERAGE YEARS **11.7**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CAREER DEVELOPMENT																
LESS THAN 6 YEARS	81	115	24	46	0	3	6	10	0	6	3	0	114	180	4	2
6 - 10 YEARS	31	48	10	23	1	0	1	4	1	3	0	0	44	78	6	3
11- 15 YEARS	44	49	10	26	0	0	2	4	0	0	0	0	56	79	14	9
16 - 20 YEARS	30	35	4	18	1	1	1	4	0	1	0	0	36	59	7	4
21 - 25 YEARS	31	47	11	21	0	2	1	6	0	0	0	0	43	76	12	5
26 - 30 YEARS	32	52	9	19	1	0	2	0	0	0	0	0	44	71	6	10
31 - 35 YEARS	14	11	2	9	0	0	0	1	0	0	0	0	16	21	5	2
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	266	358	71	162	3	6	13	29	1	10	3	0	357	565	55	35
MORE THAN 10 YEARS	154	195	37	93	2	3	6	15	0	1	0	0	199	307	45	30
AVERAGE YEARS	14.1	13.6	13.5	14.0	17.3	11.8	11.0	12.3	6.0	5.6	0.0	0.0	13.7	13.5	18.5	19.6

DEPARTMENT AVERAGE YEARS **13.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
LESS THAN 6 YEARS	8	11	8	11	0	0	0	4	0	1	0	0	16	27	0	0
6 - 10 YEARS	2	4	3	8	0	1	0	1	0	1	0	0	5	15	0	0
11- 15 YEARS	0	2	3	6	0	0	2	0	0	1	0	0	5	9	0	0
16 - 20 YEARS	1	2	1	3	0	0	0	0	0	0	0	0	2	5	0	0
21 - 25 YEARS	3	5	0	5	0	0	1	0	0	0	0	0	4	10	0	1
26 - 30 YEARS	3	6	2	7	0	0	2	2	1	0	0	0	8	15	0	0
31 - 35 YEARS	1	3	3	2	0	0	0	0	0	0	0	0	4	5	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	18	34	20	42	0	1	5	7	1	3	0	0	44	87	0	1
MORE THAN 10 YEARS	8	19	9	23	0	0	5	2	1	1	0	0	23	45	0	1
AVERAGE YEARS	13.5	15.6	12.4	14.0	0.0	6.0	21.6	10.1	30.0	6.0	0.0	0.0	14.3	13.9	0.0	23.0

DEPARTMENT AVERAGE YEARS **14.1**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
LESS THAN 6 YEARS	5	23	2	7	0	0	1	0	0	1	1	2	9	33	0	0
6 - 10 YEARS	4	16	0	1	0	1	0	0	0	0	0	0	4	18	0	1
11- 15 YEARS	4	16	0	1	0	1	0	1	0	3	0	0	4	22	0	0
16 - 20 YEARS	5	12	0	7	0	1	0	2	0	0	0	0	5	22	1	2
21 - 25 YEARS	5	18	2	6	1	0	0	1	0	0	0	0	8	25	1	2
26 - 30 YEARS	8	18	2	2	1	0	1	0	0	0	0	0	12	20	2	2
31 - 35 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	1	3	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	32	106	6	24	2	3	2	4	0	4	1	2	43	143	4	7
MORE THAN 10 YEARS	23	67	4	16	2	2	1	4	0	3	0	0	30	92	4	6
AVERAGE YEARS	17.9	15.3	19.2	14.7	26.5	13.7	13.5	18.8	0.0	10.5	1.0	1.0	17.9	14.9	24.8	20.9

DEPARTMENT AVERAGE YEARS **15.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	341	570	76	178	5	6	13	11	18	22	8	12	461	799	3	1
6 - 10 YEARS	224	283	45	72	4	4	11	5	8	17	0	0	292	381	5	8
11- 15 YEARS	96	228	40	81	0	3	9	5	6	14	0	0	151	331	8	22
16 - 20 YEARS	133	240	38	90	1	3	5	15	9	12	0	0	186	360	26	20
21 - 25 YEARS	237	309	88	108	2	5	7	11	5	9	0	0	339	442	27	38
26 - 30 YEARS	170	211	25	34	1	2	1	4	5	2	0	0	202	253	19	15
31 - 35 YEARS	26	37	3	5	0	0	1	0	0	1	0	0	30	43	2	1
36 - 40 YEARS	3	3	0	1	0	0	0	0	0	0	0	0	3	4	0	0
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	1,230	1,881	315	570	13	23	47	51	51	77	8	12	1,664	2,614	90	105
MORE THAN 10 YEARS	665	1,028	194	320	4	13	23	35	25	38	0	0	911	1,434	82	96
AVERAGE YEARS	14.1	13.3	14.5	13.0	10.7	13.7	11.8	14.9	11.9	11.5	0.6	0.1	14.0	13.2	20.7	19.7

DEPARTMENT AVERAGE YEARS **13.5**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CONSUMER & INDUSTRY SERVICES																
LESS THAN 6 YEARS	225	448	60	275	1	3	11	22	6	12	1	9	304	769	0	4
6 - 10 YEARS	128	189	15	62	0	0	2	3	2	5	0	0	147	259	1	7
11- 15 YEARS	130	208	33	76	1	2	3	14	2	8	0	0	169	308	11	30
16 - 20 YEARS	96	170	27	67	2	5	9	10	5	2	0	0	139	254	11	20
21 - 25 YEARS	102	197	28	84	0	5	4	6	0	3	0	0	134	295	19	30
26 - 30 YEARS	99	162	14	73	1	2	1	4	2	2	0	0	117	243	13	21
31 - 35 YEARS	30	39	2	12	0	0	0	2	0	0	0	0	32	53	3	6
36 - 40 YEARS	6	4	0	4	0	0	0	1	0	0	0	0	6	9	1	2
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	0
DEPARTMENT TOTAL	817	1,417	180	654	5	17	30	62	17	32	1	9	1,050	2,191	59	120
MORE THAN 10 YEARS	464	780	105	317	4	14	17	37	9	15	0	0	599	1,163	58	109
AVERAGE YEARS	13.8	13.1	12.6	11.6	15.6	17.0	11.4	12.3	11.4	10.5	0.0	1.4	13.5	12.5	22.0	19.7

DEPARTMENT AVERAGE YEARS **12.9**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	2,575	1,266	322	420	44	18	54	44	15	7	28	13	3,038	1,768	9	3
6 - 10 YEARS	2,141	929	264	282	68	20	69	34	10	3	0	0	2,552	1,268	24	15
11- 15 YEARS	2,203	724	213	198	68	15	52	22	8	3	0	0	2,544	962	101	44
16 - 20 YEARS	1,906	543	314	312	39	15	34	13	4	3	0	0	2,297	886	153	56
21 - 25 YEARS	616	246	69	73	11	3	7	7	1	1	0	0	704	330	73	23
26 - 30 YEARS	397	143	50	48	5	0	4	1	0	0	0	0	456	192	47	10
31 - 35 YEARS	39	16	6	5	0	0	2	0	0	0	0	0	47	21	3	0
36 - 40 YEARS	3	2	1	0	0	0	0	0	0	0	0	0	4	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	9,880	3,869	1,239	1,338	235	71	222	121	38	17	28	13	11,642	5,429	411	151
MORE THAN 10 YEARS	5,164	1,674	653	636	123	33	99	43	13	7	0	0	6,052	2,393	378	133
AVERAGE YEARS	11.5	10.4	11.8	10.9	11.4	10.6	10.6	9.1	8.7	9.4	1.0	0.8	11.5	10.5	17.9	16.7

DEPARTMENT AVERAGE YEARS 11.2

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	27	63	4	2	0	0	0	1	0	0	0	0	31	66	0	0
6 - 10 YEARS	6	31	0	2	0	0	0	0	0	0	0	0	6	33	0	0
11- 15 YEARS	5	26	0	1	0	0	0	2	0	0	0	0	5	29	0	2
16 - 20 YEARS	4	23	0	2	0	0	1	1	0	1	0	0	5	27	0	1
21 - 25 YEARS	5	26	2	2	0	1	0	2	0	0	0	0	7	31	2	3
26 - 30 YEARS	10	35	1	3	0	0	0	0	0	0	0	0	11	38	1	3
31 - 35 YEARS	2	6	0	2	0	0	0	0	0	0	0	0	2	8	0	0
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	60	212	7	14	0	1	1	6	0	1	0	0	68	234	3	9
MORE THAN 10 YEARS	27	118	3	10	0	1	1	5	0	1	0	0	31	135	3	9
AVERAGE YEARS	12.5	14.3	11.3	18.9	0.0	23.0	18.0	16.0	0.0	17.0	0.0	0.0	12.4	14.7	26.0	23.0

DEPARTMENT AVERAGE YEARS **14.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	180	157	7	7	0	1	3	4	4	5	0	0	194	174	0	0
6 - 10 YEARS	85	67	1	5	0	0	0	1	7	3	0	0	93	76	1	2
11- 15 YEARS	178	138	6	15	0	2	5	3	5	3	0	0	194	161	6	4
16 - 20 YEARS	62	75	8	10	1	3	3	1	5	2	0	0	79	91	1	2
21 - 25 YEARS	97	66	5	7	1	0	0	2	2	1	0	0	105	76	7	4
26 - 30 YEARS	68	29	0	4	0	0	1	0	2	0	0	0	71	33	5	2
31 - 35 YEARS	22	10	0	1	0	0	1	0	0	0	0	0	23	11	1	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	692	543	27	49	2	6	13	11	25	14	0	0	759	623	21	14
MORE THAN 10 YEARS	427	319	19	37	2	5	10	6	14	6	0	0	472	373	20	12
AVERAGE YEARS	13.7	12.6	13.3	15.3	21.5	13.5	13.8	11.3	13.4	10.6	0.0	0.0	13.7	12.7	20.8	17.7

DEPARTMENT AVERAGE YEARS **13.2**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	11	25	6	7	0	0	1	3	0	1	0	0	18	36	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	11	27	6	7	0	0	1	3	0	1	0	0	18	38	0	0
MORE THAN 10 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
AVERAGE YEARS	0.9	2.4	0.3	1.4	0.0	0.0	1.0	0.7	0.0	0.0	0.0	0.0	0.7	2.1	0.0	0.0

DEPARTMENT AVERAGE YEARS **1.6**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
FAMILY INDEPENDENCE AGENCY																
LESS THAN 6 YEARS	365	1,451	133	919	4	12	26	96	5	18	4	6	537	2,502	0	15
6 - 10 YEARS	233	727	105	339	4	13	17	64	4	8	0	0	363	1,151	4	27
11- 15 YEARS	200	614	68	349	1	16	23	66	5	13	0	0	297	1,058	32	66
16 - 20 YEARS	134	380	57	217	2	4	11	39	3	5	0	0	207	645	17	37
21 - 25 YEARS	285	924	74	502	2	14	9	29	5	8	0	0	375	1,477	40	133
26 - 30 YEARS	289	649	32	355	2	4	4	10	2	1	0	0	329	1,019	28	67
31 - 35 YEARS	86	125	12	68	1	1	0	4	1	0	0	0	100	198	10	11
36 - 40 YEARS	6	6	0	4	0	0	1	0	0	0	0	0	7	10	1	3
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	1,599	4,876	482	2,753	16	64	91	308	25	53	4	6	2,217	8,060	132	359
MORE THAN 10 YEARS	1,001	2,698	244	1,495	8	39	48	148	16	27	0	0	1,317	4,407	128	317
AVERAGE YEARS	15.9	13.9	12.7	13.7	13.9	13.8	11.7	11.1	15.1	11.2	0.5	1.2	15.0	13.7	21.5	20.0

DEPARTMENT AVERAGE YEARS **14.0**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	56	71	3	1	3	1	1	1	1	1	11	18	75	93	0	1
6 - 10 YEARS	13	14	0	0	1	0	0	0	0	1	0	0	14	15	2	0
11- 15 YEARS	8	18	1	1	1	0	0	1	0	0	0	0	10	20	2	1
16 - 20 YEARS	5	10	1	2	0	1	0	1	0	0	0	0	6	14	2	0
21 - 25 YEARS	10	11	0	3	0	0	0	1	0	0	0	0	10	15	2	1
26 - 30 YEARS	11	12	0	0	0	0	1	0	0	0	0	0	12	12	0	0
31 - 35 YEARS	4	2	0	0	1	0	0	0	0	0	0	0	5	2	1	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	108	138	5	7	6	2	2	4	1	2	11	18	133	171	9	3
MORE THAN 10 YEARS	39	53	2	6	2	1	1	3	0	0	0	0	44	63	7	2
AVERAGE YEARS	10.1	9.6	7.4	17.3	10.5	9.0	14.5	13.8	0.0	4.5	0.1	0.0	9.1	8.9	16.7	15.0

DEPARTMENT AVERAGE YEARS **9.0**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	319	157	15	20	0	0	5	4	17	5	22	9	378	195	2	0
6 - 10 YEARS	164	68	12	3	0	1	5	2	6	4	0	0	187	78	1	3
11- 15 YEARS	103	103	16	12	1	0	2	4	4	5	1	0	127	124	11	11
16 - 20 YEARS	68	82	14	22	0	1	3	2	7	6	0	0	92	113	9	5
21 - 25 YEARS	77	84	13	20	1	0	3	4	2	4	0	0	96	112	11	1
26 - 30 YEARS	86	70	4	9	0	0	1	5	0	1	0	0	91	85	5	3
31 - 35 YEARS	25	15	3	0	1	0	1	1	0	0	0	0	30	16	3	1
36 - 40 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	844	580	77	86	3	2	20	22	36	25	23	9	1,003	724	42	24
MORE THAN 10 YEARS	361	355	50	63	3	1	10	16	13	16	1	0	438	451	39	21
AVERAGE YEARS	11.8	14.3	14.6	15.8	21.7	12.5	13.3	17.0	9.6	13.7	0.8	0.3	11.7	14.3	19.6	16.9

DEPARTMENT AVERAGE YEARS **12.8**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	170	197	8	14	0	1	4	2	2	3	14	21	198	238	1	1
6 - 10 YEARS	72	80	9	8	0	1	0	1	1	1	0	0	82	91	1	0
11- 15 YEARS	73	56	8	6	1	0	6	3	3	1	0	0	91	66	7	4
16 - 20 YEARS	44	56	6	5	0	0	2	3	5	1	0	0	57	65	5	7
21 - 25 YEARS	80	81	11	12	0	0	5	3	0	1	0	0	96	97	13	10
26 - 30 YEARS	88	48	7	10	2	1	9	1	1	0	0	0	107	60	7	3
31 - 35 YEARS	20	16	3	0	0	0	3	2	0	0	0	0	26	18	2	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	550	534	52	55	3	3	29	15	12	7	14	21	660	635	37	25
MORE THAN 10 YEARS	308	257	35	33	3	1	25	12	9	3	0	0	380	306	35	24
AVERAGE YEARS	14.3	12.1	16.4	15.1	24.3	13.3	20.2	18.5	13.9	10.3	0.4	0.2	14.5	12.1	21.6	19.8

DEPARTMENT AVERAGE YEARS **13.3**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	113	135	23	61	0	0	4	5	2	5	1	0	143	206	0	1
6 - 10 YEARS	62	70	2	22	0	1	3	2	0	0	0	0	67	95	2	0
11- 15 YEARS	64	59	5	15	0	2	4	1	0	1	0	0	73	78	3	1
16 - 20 YEARS	37	57	7	9	2	2	0	2	0	0	0	0	46	70	9	4
21 - 25 YEARS	30	51	2	2	2	0	1	3	0	0	0	0	35	56	2	1
26 - 30 YEARS	21	28	1	5	2	0	0	0	0	0	0	0	24	33	1	2
31 - 35 YEARS	7	2	0	0	0	0	0	0	0	0	0	0	7	2	1	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	334	403	40	114	6	5	12	13	2	6	1	0	395	541	18	9
MORE THAN 10 YEARS	159	198	15	31	6	4	5	6	0	1	0	0	185	240	16	8
AVERAGE YEARS	11.3	11.9	8.7	7.3	22.5	13.8	8.9	11.1	2.0	5.5	1.0	0.0	11.0	10.8	18.3	18.0

DEPARTMENT AVERAGE YEARS	10.9
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MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	1,092	756	8	5	7	3	12	7	3	3	4	3	1,126	777	7	1
6 - 10 YEARS	219	87	8	7	1	1	3	1	3	1	0	0	234	97	1	0
11- 15 YEARS	156	82	6	8	4	1	3	5	0	1	0	0	169	97	3	3
16 - 20 YEARS	133	71	7	3	7	1	2	4	0	0	0	0	149	79	7	3
21 - 25 YEARS	94	48	4	4	2	0	1	1	1	1	0	0	102	54	4	1
26 - 30 YEARS	111	27	0	3	3	1	1	1	0	0	0	0	115	32	4	5
31 - 35 YEARS	52	3	0	0	0	0	1	0	0	0	0	0	53	3	4	0
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	1,865	1,075	33	30	24	7	23	19	7	6	4	3	1,956	1,140	31	13
MORE THAN 10 YEARS	554	232	17	18	16	3	8	11	1	2	0	0	596	266	23	12
AVERAGE YEARS	7.6	4.9	11.0	12.8	13.3	9.4	8.2	10.7	6.4	8.2	0.3	0.0	7.8	5.3	17.6	20.0

DEPARTMENT AVERAGE YEARS **6.8**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT STATE	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LESS THAN 6 YEARS	74	390	13	88	1	2	5	26	2	5	7	35	102	546	1	3
6 - 10 YEARS	22	126	7	44	0	7	0	7	1	3	0	0	30	187	1	5
11- 15 YEARS	32	162	6	69	1	1	3	17	2	1	0	0	44	250	4	31
16 - 20 YEARS	20	150	9	60	1	2	3	5	2	5	0	0	35	222	3	26
21 - 25 YEARS	38	141	7	49	0	2	0	12	0	3	0	0	45	207	6	15
26 - 30 YEARS	41	84	3	17	0	0	2	4	0	0	0	0	46	105	7	8
31 - 35 YEARS	8	22	0	2	0	0	0	0	0	0	0	0	8	24	0	0
36 - 40 YEARS	0	7	0	1	0	0	0	0	0	0	0	0	0	8	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	235	1,083	45	330	3	14	13	71	7	17	7	35	310	1,550	22	90
MORE THAN 10 YEARS	139	567	25	198	2	5	8	38	4	9	0	0	178	817	20	82
AVERAGE YEARS	14.5	12.1	12.6	12.6	11.0	11.0	11.9	11.3	10.0	11.5	0.4	0.1	13.6	11.9	20.8	17.3

DEPARTMENT AVERAGE YEARS 12.2

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
LESS THAN 6 YEARS	480	191	13	17	0	1	6	3	1	1	0	0	500	213	0	0
6 - 10 YEARS	485	118	39	5	18	0	16	0	4	1	0	0	562	124	3	0
11- 15 YEARS	237	95	37	8	4	1	12	4	3	2	0	0	293	110	1	2
16 - 20 YEARS	215	113	41	14	7	0	16	2	0	0	0	0	279	129	4	4
21 - 25 YEARS	220	50	45	8	2	5	13	7	0	1	0	0	280	71	3	2
26 - 30 YEARS	72	56	5	6	1	0	5	0	0	0	0	0	83	62	1	4
31 - 35 YEARS	29	10	4	1	0	0	1	0	0	0	0	0	34	11	2	1
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,745	634	184	59	32	7	69	16	8	5	0	0	2,038	721	15	13
MORE THAN 10 YEARS	780	325	132	37	14	6	47	13	3	3	0	0	976	384	12	13
AVERAGE YEARS	12.1	12.3	15.9	14.2	12.3	20.1	15.6	16.4	9.5	12.4	0.0	0.0	12.6	12.6	20.9	21.5

DEPARTMENT AVERAGE YEARS **12.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	696	254	35	28	6	4	13	6	12	10	73	26	835	328	1	0
6 - 10 YEARS	208	77	13	7	7	3	4	0	2	2	0	0	234	89	2	2
11- 15 YEARS	338	135	33	15	2	3	9	2	5	2	0	0	387	157	19	9
16 - 20 YEARS	199	87	27	19	6	1	11	4	4	1	0	0	247	112	17	12
21 - 25 YEARS	124	98	21	15	7	3	10	3	3	0	0	0	165	119	13	13
26 - 30 YEARS	134	49	16	12	6	0	12	1	1	0	0	0	169	62	18	4
31 - 35 YEARS	59	13	1	4	0	0	1	0	3	0	0	0	64	17	9	3
36 - 40 YEARS	25	1	0	0	0	0	0	0	3	0	0	0	28	1	4	0
MORE THAN 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	2	0
DEPARTMENT TOTAL	1,788	714	146	100	34	14	60	16	33	15	73	26	2,134	885	85	43
MORE THAN 10 YEARS	884	383	98	65	21	7	43	10	19	3	0	0	1,065	468	82	41
AVERAGE YEARS	11.7	11.9	14.2	14.6	15.7	11.9	16.1	12.8	14.7	5.5	0.1	0.2	11.7	11.8	22.5	20.4

DEPARTMENT AVERAGE YEARS	11.7
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MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	144	271	12	62	0	0	6	8	11	16	2	1	175	358	1	2
6 - 10 YEARS	76	110	10	23	0	2	2	3	2	2	0	0	90	140	6	1
11- 15 YEARS	32	77	10	27	0	1	3	9	4	0	0	0	49	114	2	6
16 - 20 YEARS	31	90	22	34	0	0	2	12	4	1	0	0	59	137	8	4
21 - 25 YEARS	26	125	10	39	1	1	4	6	0	0	0	0	41	171	3	12
26 - 30 YEARS	55	85	7	11	0	1	2	1	0	0	0	0	64	98	8	7
31 - 35 YEARS	24	20	3	1	0	1	2	0	1	0	0	0	30	22	7	0
36 - 40 YEARS	5	3	0	0	0	0	0	0	0	0	0	0	5	3	2	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	393	781	74	197	1	6	21	39	22	19	2	1	513	1,043	37	33
MORE THAN 10 YEARS	173	400	52	112	1	4	13	28	9	1	0	0	248	545	30	30
AVERAGE YEARS	12.7	12.8	15.5	12.7	22.0	19.0	14.8	13.6	8.9	2.8	1.0	0.0	13.0	12.6	22.2	20.6
DEPARTMENT AVERAGE YEARS	12.8															

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	7,121	6,758	779	2,191	72	55	171	263	99	127	180	156	8,422	9,550	29	35
6 - 10 YEARS	4,257	3,130	548	925	104	57	135	130	51	56	0	0	5,095	4,298	61	75
11- 15 YEARS	3,978	2,882	497	920	84	49	138	166	49	61	1	0	4,747	4,078	225	246
16 - 20 YEARS	3,190	2,261	589	904	69	40	103	122	49	40	0	0	4,000	3,367	284	213
21 - 25 YEARS	2,135	2,592	399	966	32	41	69	105	20	32	0	0	2,655	3,736	239	301
26 - 30 YEARS	1,766	1,795	179	623	25	11	50	35	14	6	0	0	2,034	2,470	176	169
31 - 35 YEARS	472	361	42	114	3	2	13	10	7	1	0	0	537	488	54	26
36 - 40 YEARS	74	38	1	11	0	0	1	1	3	0	0	0	79	50	13	7
MORE THAN 40 YEARS	10	1	3	2	0	0	0	0	0	0	0	0	13	3	2	1
STATEWIDE TOTAL	23,003	19,818	3,037	6,656	389	255	680	832	292	323	181	156	27,582	28,040	1,083	1,073
MORE THAN 10 YEARS	11,625	9,930	1,710	3,540	213	143	374	439	142	140	1	0	14,065	14,192	993	963
AVERAGE YEARS	12.1	12.1	12.9	12.7	12.6	12.9	12.6	11.8	11.7	9.9	0.4	0.3	12.1	12.2	19.8	19.2
STATEWIDE AVERAGE YEARS	12.1															

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Third Quarter of FY 2003

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	24	2.68%
Dismissal	85	9.51%
Expired Appointment	138	15.44%
Total Involuntary Separations	247	27.63%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	273	30.54%
Layoff/Leave of Absence Rights Expired	47	5.26%
Waived Rights Leave of Absence	112	12.53%
Settlement	4	0.45%
Total Voluntary Separations	436	48.77%
<i>RETIREMENT</i>		
Retirement	106	11.86%
Early Retirement	52	5.82%
Disability Retirement	28	3.13%
Deferred Retirement	25	2.80%
Total Retirements	211	23.60%
TOTAL SEPARATIONS	894	100.00%

Source: MAIN MIDB Civil Service HWF10

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING MAR-30-2003 TO PAY PERIOD ENDING JUN-21-2003

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					
	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	7	19	0	1	27	14	0	0	0	14	13
ATTORNEY GENERAL	2	0	0	0	2	6	0	0	0	6	-4
AUDITOR GENERAL	0	1	0	0	1	0	0	0	0	0	1
CAREER DEVELOPMENT	6	4	0	0	10	4	0	0	0	4	6
CIVIL RIGHTS	0	0	0	0	0	4	0	0	0	4	-4
CIVIL SERVICE	1	0	0	0	1	1	0	0	0	1	0
COMMUNITY HEALTH	106	21	33	1	163	52	0	281	12	345	-182
CONSUMER & INDUSTRY SERVICES	26	5	4	0	36	44	0	0	6	50	-14
CORRECTIONS	36	5	6	1	49	213	0	1	11	225	-176
EDUCATION	2	0	0	0	2	4	0	0	0	4	-2
ENVIRONMENTAL QUALITY	13	10	0	0	23	3	0	0	1	4	19
EXECUTIVE OFFICE	3	0	0	0	3	2	0	0	0	2	1
FAMILY INDEPENDENCE AGENCY	141	2	10	2	155	86	0	1	23	110	45
HISTORY ARTS AND LIBRARIES	3	38	7	0	48	16	0	0	0	16	32
INFORMATION TECHNOLOGY	1	13	0	0	14	9	0	0	0	9	5
MANAGEMENT & BUDGET	5	27	0	0	32	16	0	0	0	16	16
MILITARY AFFAIRS	14	17	8	0	39	17	0	0	4	21	18
NATURAL RESOURCES	46	1321	145	0	1513	83	2	0	0	85	1,428
STATE	8	92	1	0	101	28	0	0	2	30	71
STATE POLICE	7	0	0	0	7	30	0	0	1	31	-24
TRANSPORTATION	65	255	12	0	332	32	0	0	2	34	298
TREASURY	15	40	0	0	55	99	0	0	0	99	-44
STATEWIDE TOTALS	507	1,870	226	5	2,608	763	2	283	62	1,110	1,498

NOTE: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE WORKFORCE 35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethnic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

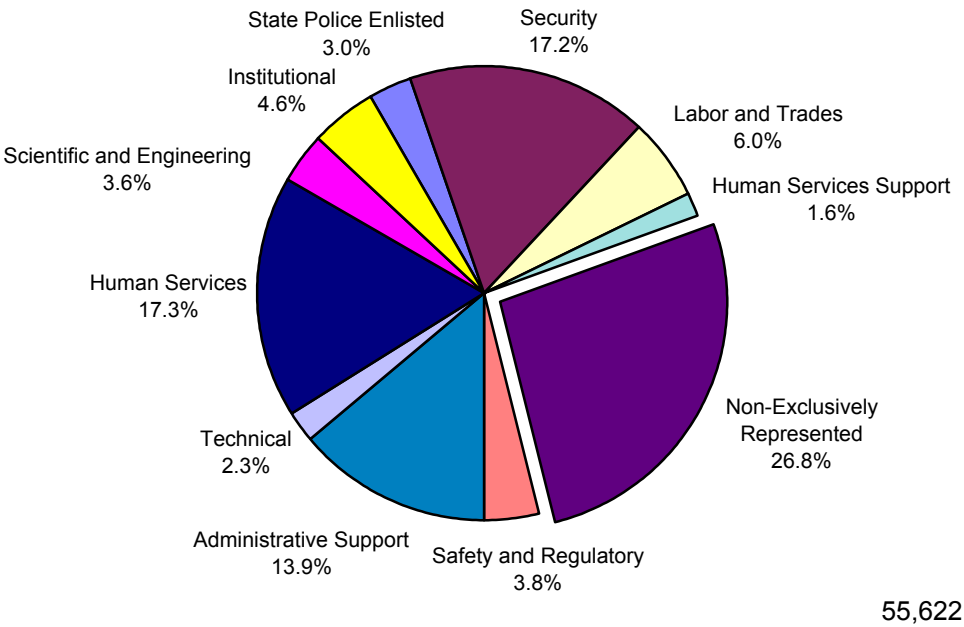
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

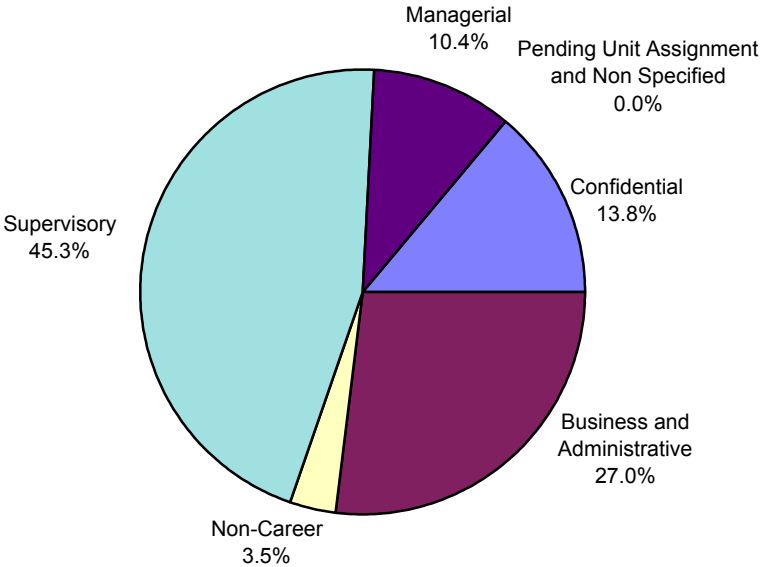
BARGAINING UNIT CHARACTERISTICS

**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
As of June 21, 2003**

Graph 5-1



**Non-Exclusively Represented
14,897 Employees**



Source: MAIN MIDB Civil Service HWF 44

Comment: Of the 55,622 classified employees at fiscal year end, 73 percent were exclusively represented by one of eight employee organizations.

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

Table 5-1

PAY PERIOD ENDING JUNE 21, 2003

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A. EMPLS	PCT	U.A.W. LOCAL 6008 EMPLS	PCT	MCO, SEIU LOCAL 526-M EMPLS	PCT	SEIU LOCAL 31-M EMPLS	PCT	MPES, SEIU LOCAL 517 EMPLS	PCT	U.T.E.A. EMPLS	PCT	M.S.P.T.A. EMPLS	PCT	AFSCME COUNCIL 25 EMPLS	PCT
A02 SAFETY & REGULATORY	2,099	1,714	81.7	3	0.1	2	0.1	1	0.0	1	0.0	2	0.1	0	0.0	0	0.0
A31 LABOR AND TRADES	3,341	3,142	94.0	3	0.1	2	0.1	0	0.0	0	0.0	2	0.1	0	0.0	2	0.1
C12 SECURITY	9,542	1	0.0	1	0.0	9,350	98.0	0	0.0	0	0.0	0	0.0	0	0.0	4	0.0
E42 HUMAN SERVICES SUPPORT	866	0	0.0	10	1.2	0	0.0	779	90.0	0	0.0	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,005	0	0.0	2	0.1	0	0.0	0	0.0	1,920	95.8	4	0.2	0	0.0	0	0.0
L32 TECHNICAL	1,279	6	0.5	1	0.1	0	0.0	0	0.0	0	0.0	1,193	93.3	0	0.0	0	0.0
N/A UNAVAILABLE	4	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,667	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,646	98.7	0	0.0
U11 INSTITUTIONAL	2,569	7	0.3	0	0.0	3	0.1	1	0.0	0	0.0	1	0.0	0	0.0	1,868	72.7
W22 HUMAN SERVICES	9,619	4	0.0	8,901	92.5	16	0.2	10	0.1	0	0.0	0	0.0	0	0.0	12	0.1
W41 ADMINISTRATIVE SUPPORT	7,734	6	0.1	6,992	90.4	1	0.0	5	0.1	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	10	0	0.0	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,017	0	0.0	20	0.5	0	0.0	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,750	6	0.1	42	0.6	18	0.3	1	0.0	5	0.1	2	0.0	7	0.1	0	0.0
Y52 NONCAREER	521	4	0.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,543	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,054	0	0.0	14	0.7	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	40,725	4,881	12.0	15,913	39.1	9,374	23.0	796	2.0	1,921	4.7	1,203	3.0	1,646	4.0	1,886	4.6
NON-EXCLUSIVELY REPRESENTED TOTAL	14,897	10	0.1	78	0.5	19	0.1	2	0.0	6	0.0	3	0.0	7	0.0	0	0.0
STATEWIDE TOTALS	55,622	4,891	8.8	15,991	28.7	9,393	16.9	798	1.4	1,927	3.5	1,206	2.2	1,653	3.0	1,886	3.4

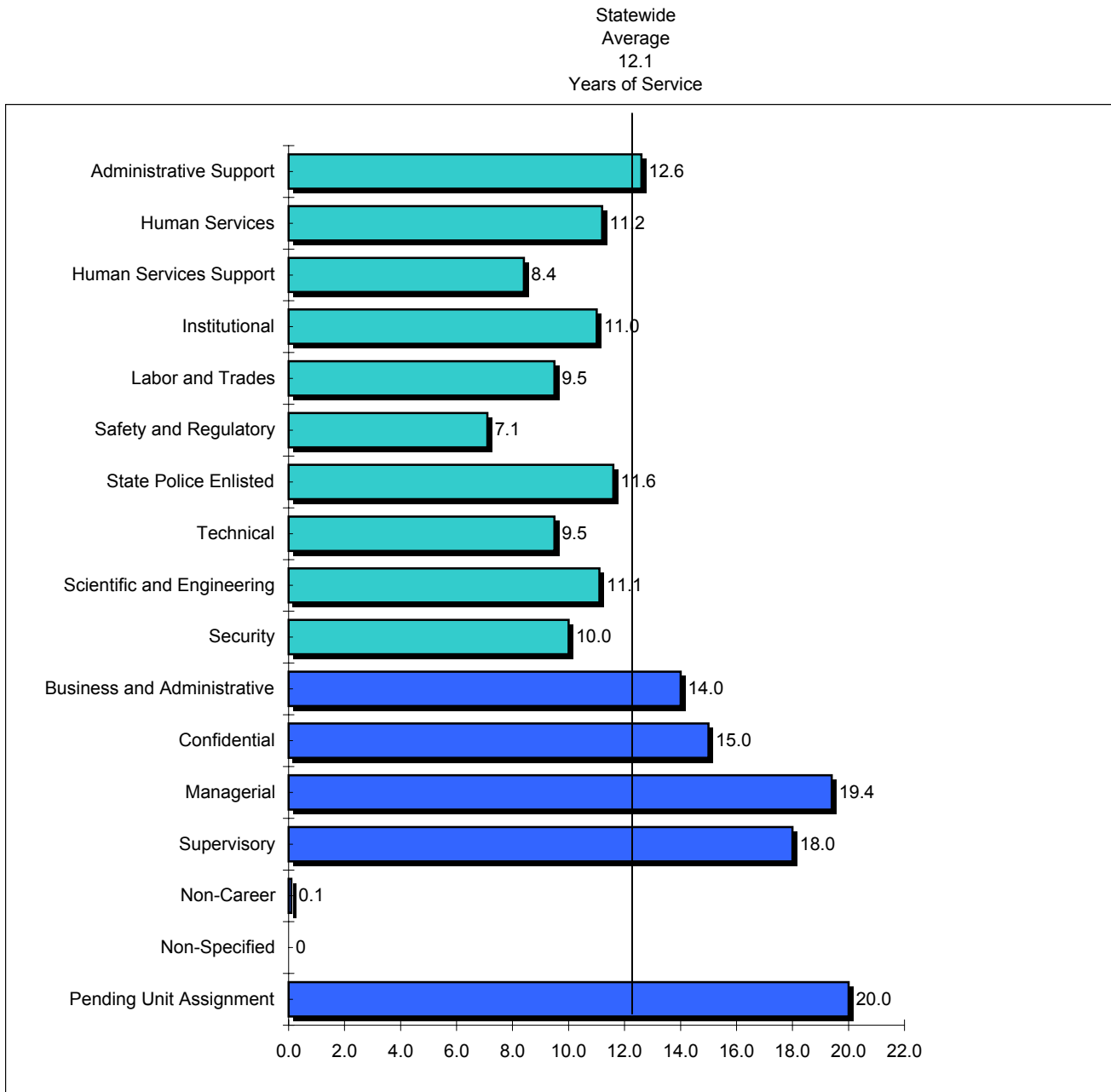
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44

REPORT SEQUENCE: UNION_CD

TABLES USED: HRM_GRP1-5_DEDUCTIONS, HRM_APPT_DEPART

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
As of Pay Period Ending June 21, 2003



■ Exclusively Represented Units
■ Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	735	363	26	22	4	5	15	6	3	2	4	9	787	407	4	0
6 - 10 YEARS	211	39	11	11	3	1	3	0	2	0	0	0	230	51	2	0
11- 15 YEARS	153	42	19	24	3	5	5	1	2	0	0	0	182	72	5	5
16 - 20 YEARS	97	41	18	15	7	0	6	1	1	0	0	0	129	57	4	0
21 - 25 YEARS	52	21	10	16	0	1	4	1	0	0	0	0	66	39	3	1
26 - 30 YEARS	29	11	4	11	2	0	1	0	0	0	0	0	36	22	1	2
31 - 35 YEARS	13	5	0	1	0	0	0	0	0	0	0	0	13	6	2	1
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,292	522	88	100	19	12	34	9	8	2	4	9	1,445	654	21	9
MORE THAN 10 YEARS	346	120	51	67	12	6	16	3	3	0	0	0	428	196	15	9
AVERAGE YEARS	6.8	5.2	12.2	14.3	13.2	9.3	9.6	5.9	8.0	2.0	0.0	0.2	7.3	6.6	15.1	19.8
BARGAINING UNIT AVERAGE YEARS			7.1													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	1,089	366	52	7	18	2	16	3	1	2	23	8	1,199	388	2	0
6 - 10 YEARS	332	35	21	3	9	1	7	1	0	0	0	0	369	40	8	1
11- 15 YEARS	366	39	42	5	6	0	15	1	1	0	0	0	430	45	30	2
16 - 20 YEARS	265	22	32	4	7	0	8	2	2	0	0	0	314	28	40	1
21 - 25 YEARS	200	21	24	5	6	0	11	3	0	0	0	0	241	29	29	1
26 - 30 YEARS	171	17	8	5	7	0	14	1	0	0	0	0	200	23	12	3
31 - 35 YEARS	27	1	1	0	0	0	2	0	0	0	0	0	30	1	4	1
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	2,454	501	180	29	53	3	73	11	4	2	23	8	2,787	554	126	9
MORE THAN 10 YEARS	1,033	100	107	19	26	0	50	7	3	0	0	0	1,219	126	116	8
AVERAGE YEARS	10.0	4.6	12.5	15.4	12.3	2.7	15.9	15.2	11.3	2.0	0.2	0.0	10.3	5.3	18.5	21.6
BARGAINING UNIT AVERAGE YEARS	9.5															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	1,976	444	250	212	38	12	49	25	9	1	21	6	2,343	700	3	2
6 - 10 YEARS	1,534	348	172	149	57	8	59	13	3	0	0	0	1,825	518	7	3
11- 15 YEARS	1,486	216	112	80	47	6	39	6	4	0	0	0	1,688	308	59	8
16 - 20 YEARS	1,147	139	173	131	25	4	21	3	1	1	0	0	1,367	278	68	16
21 - 25 YEARS	273	25	37	15	4	0	1	1	0	0	0	0	315	41	15	1
26 - 30 YEARS	129	4	15	1	0	0	1	0	0	0	0	0	145	5	6	0
31 - 35 YEARS	5	1	2	0	0	0	0	0	0	0	0	0	7	1	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	6,551	1,177	761	588	171	30	170	48	17	2	21	6	7,691	1,851	158	30
MORE THAN 10 YEARS	3,041	385	339	227	76	10	62	10	5	1	0	0	3,523	633	148	25
AVERAGE YEARS	10.4	8.5	10.4	9.3	10.1	8.6	9.3	6.8	7.4	10.5	1.3	1.2	10.3	8.7	16.2	14.6
BARGAINING UNIT AVERAGE YEARS	10.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	53	125	48	197	0	3	4	12	3	6	3	8	111	351	0	1
6 - 10 YEARS	15	37	8	18	0	2	1	3	1	0	0	0	25	60	4	4
11- 15 YEARS	29	45	6	42	0	2	2	7	0	0	0	0	37	96	8	12
16 - 20 YEARS	6	33	2	16	0	0	2	4	0	1	0	0	10	54	4	4
21 - 25 YEARS	6	31	4	16	0	4	0	2	0	0	0	0	10	53	4	6
26 - 30 YEARS	9	19	1	16	1	0	0	0	0	0	0	0	11	35	4	4
31 - 35 YEARS	5	5	0	1	0	0	0	0	0	0	0	0	5	6	2	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	123	295	70	307	1	11	9	28	4	7	3	8	210	656	26	31
MORE THAN 10 YEARS	55	133	14	92	1	6	4	13	0	1	0	0	74	245	22	26
AVERAGE YEARS	9.9	10.3	5.8	6.6	27.0	13.7	8.0	8.8	2.3	3.4	0.0	1.6	8.3	8.4	18.0	16.7
BARGAINING UNIT AVERAGE YEARS			8.4													

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	411	207	9	9	0	0	5	4	15	13	6	2	446	235	1	1
6 - 10 YEARS	204	90	9	10	0	0	2	1	9	6	0	0	224	107	3	1
11- 15 YEARS	289	147	14	9	1	1	8	1	9	6	0	0	321	164	6	0
16 - 20 YEARS	116	66	13	6	1	3	1	0	7	2	0	0	138	77	4	2
21 - 25 YEARS	104	36	10	2	0	0	1	0	5	1	0	0	120	39	3	3
26 - 30 YEARS	83	6	4	1	0	0	2	0	3	0	0	0	92	7	2	0
31 - 35 YEARS	24	1	0	0	0	0	0	0	2	0	0	0	26	1	1	0
36 - 40 YEARS	5	0	0	0	0	0	0	0	1	0	0	0	6	0	1	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	1,238	553	59	37	2	4	19	6	51	28	6	2	1,375	630	22	7
MORE THAN 10 YEARS	623	256	41	18	2	4	12	1	27	9	0	0	705	288	18	5
AVERAGE YEARS	11.7	9.7	14.6	10.8	16.5	16.8	12.0	7.0	13.3	8.2	1.0	1.5	11.8	9.7	19.4	16.9
BARGAINING UNIT AVERAGE YEARS	11.1															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	350	134	10	13	1	0	8	1	5	3	53	13	427	164	2	0
6 - 10 YEARS	123	36	4	2	1	0	2	0	3	2	0	0	133	40	1	0
11- 15 YEARS	148	41	9	6	0	0	1	0	3	1	0	0	161	48	6	1
16 - 20 YEARS	71	31	11	4	0	1	2	2	0	0	0	0	84	38	3	2
21 - 25 YEARS	36	12	5	4	3	0	3	1	1	0	0	0	48	17	1	1
26 - 30 YEARS	58	6	2	1	0	0	3	0	0	0	0	0	63	7	7	0
31 - 35 YEARS	25	4	0	0	0	0	2	0	2	0	0	0	29	4	4	0
36 - 40 YEARS	14	1	0	0	0	0	0	0	0	0	0	0	14	1	2	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	826	265	41	30	5	1	21	4	14	6	53	13	960	319	26	4
MORE THAN 10 YEARS	353	95	27	15	3	1	11	3	6	1	0	0	400	115	23	4
AVERAGE YEARS	10.4	8.2	12.9	10.0	15.6	18.0	13.9	15.0	11.5	6.2	0.1	0.2	10.0	8.1	21.5	18.0
BARGAINING UNIT AVERAGE YEARS	9.5															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
N/A UNAVAILABLE																
LESS THAN 6 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	353	27	7	2	0	0	6	0	1	0	0	0	367	29	0	0
6 - 10 YEARS	426	68	36	4	18	0	16	0	3	0	0	0	499	72	2	0
11- 15 YEARS	173	34	30	3	3	0	10	2	2	1	0	0	218	40	0	0
16 - 20 YEARS	125	43	28	2	5	0	12	0	0	0	0	0	170	45	1	0
21 - 25 YEARS	121	10	28	1	2	0	7	0	0	0	0	0	158	11	1	0
26 - 30 YEARS	28	2	2	1	0	0	5	0	0	0	0	0	35	3	0	0
31 - 35 YEARS	12	0	2	0	0	0	1	0	0	0	0	0	15	0	0	0
36 - 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,243	184	133	13	28	0	57	2	6	1	0	0	1,467	200	4	0
MORE THAN 10 YEARS	464	89	90	7	10	0	35	2	2	1	0	0	601	99	2	0
AVERAGE YEARS	11.0	11.9	15.2	13.0	11.5	0.0	14.6	14.0	9.2	13.0	0.0	0.0	11.5	12.0	14.8	0.0
BARGAINING UNIT AVERAGE YEARS			11.6													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	298	409	84	171	2	3	9	10	3	7	5	1	401	601	0	0
6 - 10 YEARS	143	168	56	51	1	2	7	7	3	0	0	0	210	228	3	0
11- 15 YEARS	96	87	34	50	2	1	7	3	2	3	0	0	141	144	6	1
16 - 20 YEARS	73	96	33	55	3	1	0	6	0	0	0	0	109	158	7	5
21 - 25 YEARS	105	150	55	62	2	0	4	4	0	0	0	0	166	216	9	12
26 - 30 YEARS	64	78	13	25	1	0	1	0	1	0	0	0	80	103	8	2
31 - 35 YEARS	3	3	1	2	0	0	1	0	0	0	0	0	5	5	1	0
36 - 40 YEARS	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	783	991	276	417	11	7	29	30	9	10	5	1	1,113	1,456	34	20
MORE THAN 10 YEARS	342	414	136	195	8	2	13	13	3	3	0	0	502	627	31	20
AVERAGE YEARS	11.0	10.9	12.0	11.1	15.2	7.1	10.8	10.6	9.0	6.1	0.0	0.0	11.2	10.9	20.4	22.2
BARGAINING UNIT AVERAGE YEARS	11.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	604	1,677	145	930	5	16	24	88	19	31	11	11	808	2,753	9	13
6 - 10 YEARS	465	820	121	348	3	14	18	67	7	19	0	0	614	1,268	11	25
11- 15 YEARS	287	596	63	268	2	12	13	53	4	14	0	0	369	943	23	60
16 - 20 YEARS	212	348	49	193	2	4	7	27	4	13	0	0	274	585	19	34
21 - 25 YEARS	259	496	45	307	2	8	6	16	5	7	0	0	317	834	35	68
26 - 30 YEARS	205	285	29	187	3	3	3	4	2	0	0	0	242	479	19	32
31 - 35 YEARS	30	48	8	36	0	1	0	3	0	0	0	0	38	88	3	3
36 - 40 YEARS	5	1	0	0	0	0	0	0	0	0	0	0	5	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	2,068	4,271	460	2,269	17	58	71	258	41	84	11	11	2,668	6,951	119	235
MORE THAN 10 YEARS	999	1,774	194	991	9	28	29	103	15	34	0	0	1,246	2,930	99	197
AVERAGE YEARS	12.4	10.7	11.2	11.3	13.2	11.6	10.1	9.8	9.8	9.5	0.8	0.8	12.0	10.8	18.7	17.8
BARGAINING UNIT AVERAGE YEARS	11.2															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	263	1,748	39	385	1	9	11	85	10	26	9	52	333	2,305	1	14
6 - 10 YEARS	90	753	15	162	0	16	5	25	0	6	0	0	110	962	9	29
11- 15 YEARS	65	720	13	196	1	14	4	60	2	7	0	0	85	997	20	101
16 - 20 YEARS	34	589	15	175	0	13	6	36	1	6	0	0	56	819	14	72
21 - 25 YEARS	54	767	19	229	0	17	4	38	0	6	0	0	77	1,057	17	87
26 - 30 YEARS	38	590	2	136	0	3	2	11	0	1	0	0	42	741	7	50
31 - 35 YEARS	8	96	2	31	0	0	0	0	0	0	0	0	10	127	1	6
36 - 40 YEARS	0	12	0	1	0	0	0	0	0	0	0	0	0	13	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	552	5,275	105	1,315	2	72	32	255	13	52	9	52	713	7,021	69	360
MORE THAN 10 YEARS	199	2,774	51	768	1	47	16	145	3	20	0	0	270	3,754	59	317
AVERAGE YEARS	9.8	12.8	11.5	13.8	9.0	14.4	11.4	11.8	4.7	8.7	0.3	0.1	9.9	12.9	17.6	18.1
BARGAINING UNIT AVERAGE YEARS			12.6													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y00 NON-SPECIFIED																
LESS THAN 6 YEARS	4	3	0	0	0	0	0	0	0	0	0	3	4	6	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	4	3	0	0	0	0	0	0	0	0	0	3	4	6	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS	0.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
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CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	429	437	49	79	2	2	10	11	19	18	21	11	530	558	4	1
6 - 10 YEARS	229	241	31	51	1	2	4	3	10	11	0	0	275	308	4	5
11- 15 YEARS	193	259	41	60	1	0	8	11	7	10	1	0	251	340	24	22
16 - 20 YEARS	161	244	48	80	1	3	11	9	14	9	0	0	235	345	30	18
21 - 25 YEARS	177	254	39	71	2	2	9	5	2	5	0	0	229	337	27	27
26 - 30 YEARS	186	232	16	43	0	1	2	2	2	2	0	0	206	280	22	25
31 - 35 YEARS	45	54	2	4	1	0	1	1	0	0	0	0	49	59	6	3
36 - 40 YEARS	6	7	0	0	0	0	0	1	0	0	0	0	6	8	1	2
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,426	1,728	227	388	8	10	45	43	54	55	22	11	1,782	2,235	118	103
MORE THAN 10 YEARS	768	1,050	147	258	5	6	31	29	25	26	1	0	977	1,369	110	97
AVERAGE YEARS	13.6	14.6	14.3	15.1	14.8	14.4	14.5	13.8	11.1	11.0	1.0	0.5	13.5	14.5	20.3	21.0
BARGAINING UNIT AVERAGE YEARS			14.0													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
MORE THAN 10 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0
AVERAGE YEARS	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	20.0	0.0
BARGAINING UNIT AVERAGE YEARS			20.0													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	220	177	21	54	1	1	1	0	7	6	3	2	253	240	2	1
6 - 10 YEARS	359	277	53	87	9	8	8	6	7	9	0	0	436	387	7	3
11- 15 YEARS	595	352	95	133	18	3	20	11	10	9	0	0	738	508	31	22
16 - 20 YEARS	762	385	145	160	15	8	25	14	15	4	0	0	962	571	80	38
21 - 25 YEARS	584	449	87	150	9	4	16	16	4	8	0	0	700	627	73	58
26 - 30 YEARS	537	246	61	111	6	1	12	8	4	2	0	0	620	368	62	20
31 - 35 YEARS	179	68	19	23	1	1	2	5	2	0	0	0	203	97	22	7
36 - 40 YEARS	19	8	0	5	0	0	0	0	2	0	0	0	21	13	4	2
MORE THAN 40 YEARS	2	1	1	2	0	0	0	0	0	0	0	0	3	3	0	1
BARGAINING UNIT TOTAL	3,257	1,963	482	725	59	26	84	60	51	38	3	2	3,936	2,814	281	152
MORE THAN 10 YEARS	2,678	1,509	408	584	49	17	75	54	37	23	0	0	3,247	2,187	272	148
AVERAGE YEARS	18.5	17.3	18.2	18.0	16.9	15.8	18.4	19.9	16.2	13.8	0.7	-1.0	18.4	17.5	22.1	21.4
BARGAINING UNIT AVERAGE YEARS	18.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	161	249	14	38	0	1	7	7	4	3	15	21	201	319	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	161	250	14	38	0	1	7	7	4	3	15	21	201	320	0	0
MORE THAN 10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.1	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			0.1													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	91	64	8	14	0	0	1	3	0	2	3	3	103	86	0	1
6 - 10 YEARS	91	46	5	1	0	0	2	1	3	1	0	0	101	49	0	1
11- 15 YEARS	75	77	12	12	0	0	2	1	3	4	0	0	92	94	5	2
16 - 20 YEARS	96	65	16	19	3	0	2	2	3	1	0	0	120	87	7	4
21 - 25 YEARS	142	91	29	31	1	2	3	2	1	2	0	0	176	128	18	9
26 - 30 YEARS	198	97	19	31	3	2	4	0	2	1	0	0	226	131	22	10
31 - 35 YEARS	86	22	4	11	1	0	3	0	1	1	0	0	95	34	8	2
36 - 40 YEARS	11	4	1	1	0	0	1	0	0	0	0	0	13	5	4	1
MORE THAN 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
BARGAINING UNIT TOTAL	793	466	94	120	8	4	18	9	13	12	3	3	929	614	65	30
MORE THAN 10 YEARS	611	356	81	105	8	4	15	5	10	9	0	0	725	479	65	28
AVERAGE YEARS	20.0	18.0	20.2	21.0	23.8	24.5	21.9	12.1	17.9	16.2	0.3	0.3	20.0	18.4	25.9	23.2
BARGAINING UNIT AVERAGE YEARS	19.4															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	81	327	17	58	0	1	5	8	0	7	3	6	106	407	1	1
6 - 10 YEARS	35	172	6	28	2	3	1	3	0	2	0	0	44	208	0	3
11- 15 YEARS	23	227	7	32	0	5	4	9	0	6	0	0	34	279	2	10
16 - 20 YEARS	24	159	6	44	0	3	0	16	1	3	0	0	31	225	2	17
21 - 25 YEARS	21	229	7	57	1	3	0	16	2	3	0	0	31	308	3	27
26 - 30 YEARS	31	201	3	54	2	1	0	9	0	0	0	0	36	265	4	21
31 - 35 YEARS	10	53	1	5	0	0	1	1	0	0	0	0	12	59	0	3
36 - 40 YEARS	2	5	0	2	0	0	0	0	0	0	0	0	2	7	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	227	1,373	47	280	5	16	11	62	3	21	3	6	296	1,758	12	83
MORE THAN 10 YEARS	111	874	24	194	3	12	5	51	3	12	0	0	146	1,143	11	79
AVERAGE YEARS	13.0	15.2	11.8	16.6	20.0	15.8	10.0	17.6	21.3	11.2	0.3	0.7	12.8	15.4	20.7	21.7
BARGAINING UNIT AVERAGE YEARS	15.0															

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING JUN 21, 2003

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	7,121	6,758	779	2,191	72	55	171	263	99	127	180	156	8,422	9,550	29	35
6 - 10 YEARS	4,257	3,130	548	925	104	57	135	130	51	56	0	0	5,095	4,298	61	75
11- 15 YEARS	3,978	2,882	497	920	84	49	138	166	49	61	1	0	4,747	4,078	225	246
16 - 20 YEARS	3,190	2,261	589	904	69	40	103	122	49	40	0	0	4,000	3,367	284	213
21 - 25 YEARS	2,135	2,592	399	966	32	41	69	105	20	32	0	0	2,655	3,736	239	301
26 - 30 YEARS	1,766	1,795	179	623	25	11	50	35	14	6	0	0	2,034	2,470	176	169
31 - 35 YEARS	472	361	42	114	3	2	13	10	7	1	0	0	537	488	54	26
36 - 40 YEARS	74	38	1	11	0	0	1	1	3	0	0	0	79	50	13	7
MORE THAN 40 YEARS	10	1	3	2	0	0	0	0	0	0	0	0	13	3	2	1
STATEWIDE TOTAL	23,003	19,818	3,037	6,656	389	255	680	832	292	323	181	156	27,582	28,040	1,083	1,073
MORE THAN 10 YEARS	11,625	9,930	1,710	3,540	213	143	374	439	142	140	1	0	14,065	14,192	993	963
AVERAGE YEARS	12.1	12.1	12.9	12.7	12.6	12.9	12.6	11.8	11.7	9.9	0.4	0.3	12.1	12.2	19.8	19.2

STATEWIDE AVERAGE YEARS **12.1**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Table 5-3

PAY PERIOD ENDING JUNE 21, 2003

UNIT CODE/ NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
A02 SAFETY & REGULATORY	2,101	4%	39.5	\$16.10	931	44%
A31 LABOR AND TRADES	3,356	6%	43.1	\$16.07	1,810	54%
C12 SECURITY	9,630	17%	40.4	\$19.27	6,861	71%
E42 HUMAN SERVICES SUPPORT	868	2%	44.8	\$16.57	425	49%
H21 SCIENTIFIC & ENGINEERING	2,006	4%	42.4	\$26.00	1,333	66%
L32 TECHNICAL	1,279	2%	38.6	\$17.48	693	54%
N/A UNAVAILABLE	4	0%	28.8	\$22.34	0	0%
T01 STATE POLICE ENLISTED	1,679	3%	37.4	\$24.85	1,355	81%
U11 INSTITUTIONAL	2,600	5%	43.7	\$16.22	1,549	60%
W22 HUMAN SERVICES	9,640	17%	44.1	\$21.39	5,921	61%
W41 ADMINISTRATIVE SUPPORT	7,743	14%	44.9	\$16.73	4,975	64%
Y00 NON-SPECIFIED	10	0%	25.5	\$11.02	0	0%
Y23 BUSINESS & ADMINISTRATION	4,019	7%	45.3	\$25.38	2,899	72%
Y50 PENDING UNIT ASSIGNMENT	2	0%	46.0	\$15.81	2	100%
Y51 SUPERVISORY	6,761	12%	47.6	\$26.73	6,240	92%
Y52 NONCAREER	521	1%	23.9	\$11.29	1	0%
Y98 MANAGERIAL	1,544	3%	50.0	\$39.60	1,349	87%
Y99 CONFIDENTIAL	2,054	4%	44.8	\$22.02	1,521	74%
STATEWIDE TOTALS	55,817	100%	43.4	\$21.09	37,865	68%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 25
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_APPT_DEPART

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING JUNE 21, 2003

		Health Insurance							Dental Insurance						Vision Insurance	
Bargaining Unit		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	7,743	3,431	44%	3,186	41%	133	2%	6,454	83%	351	5%	37	0%	6,856	89%
Y23	BUSINESS & ADMINISTRATION	4,019	1,650	41%	2,016	50%	94	2%	3,609	90%	156	4%	25	1%	3,801	95%
Y99	CONFIDENTIAL	2,054	827	40%	975	47%	42	2%	1,809	88%	54	3%	7	0%	1,869	91%
W22	HUMAN SERVICES	9,640	5,523	57%	3,346	35%	166	2%	8,706	90%	375	4%	49	1%	9,134	95%
E42	HUMAN SERVICES SUPPORT	868	540	62%	249	29%	12	1%	768	88%	40	5%	3	0%	814	94%
U11	INSTITUTIONAL	2,600	1,584	61%	822	32%	15	1%	2,383	92%	48	2%	2	0%	2,442	94%
A31	LABOR AND TRADES	3,356	1,470	44%	948	28%	35	1%	2,442	73%	0	0%	10	0%	2,454	73%
Y98	MANAGERIAL	1,544	838	54%	622	40%	21	1%	1,458	94%	26	2%	6	0%	1,492	97%
Y52	NONCAREER	521	1	0%	6	1%	0	0%	6	1%	1	0%	0	0%	6	1%
Y00	NON-SPECIFIED	10	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	2	0	0%	2	100%	0	0%	2	100%	0	0%	0	0%	2	100
A02	SAFETY & REGULATORY	2,101	955	45%	326	16%	42	2%	1,275	61%	8	0%	13	1%	1,300	62%
H21	SCIENTIFIC & ENGINEERING	2,006	1,047	52%	820	41%	45	2%	1,850	92%	63	3%	13	1%	1,933	96%
C12	SECURITY	9,630	5,943	62%	3,195	33%	75	1%	8,968	93%	282	3%	16	0%	9,270	96%
T01	STATE POLICE ENLISTED	1,679	1,531	91%	115	7%	5	0%	1,638	98%	9	1%	1	0%	1,648	98%
Y51	SUPERVISORY	6,761	3,830	57%	2,470	37%	89	1%	6,284	93%	144	2%	18	0%	6,444	95%
L32	TECHNICAL	1,279	570	45%	372	29%	17	1%	925	72%	30	2%	5	0%	961	75%
	UNAVAILABLE	4	1	25%	0	0%	0	0%	1	25%	0	0%	0	0%	1	25%
STATEWIDE TOTALS:		55,817	29,741	53%	19,470	35%	791	1%	48,578	87%	1,587	3%	205	0%	50,427	90%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING JUNE 21, 2003

		Disability Insurance					Life Insurance				Long Term Care Insurance	
Bargaining Unit		Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	7,743	6,612	85%	142	2%	6,620	85%	425	5%	816	11%
Y23	BUSINESS & ADMINISTRATION	4,019	3,591	89%	41	1%	3,597	89%	304	8%	854	21%
Y99	CONFIDENTIAL	2,054	1,873	91%	26	1%	1,862	91%	132	6%	428	21%
W22	HUMAN SERVICES	9,640	8,747	91%	0	0%	9,002	93%	583	6%	1,191	12%
E42	HUMAN SERVICES SUPPORT	868	514	59%	0	0%	797	92%	69	8%	41	5%
U11	INSTITUTIONAL	2,600	2,317	89%	2	0%	2,509	97%	66	3%	71	3%
A31	LABOR AND TRADES	3,356	2,338	70%	20	1%	2,471	74%	105	3%	127	4%
Y98	MANAGERIAL	1,544	1,451	94%	32	2%	1,418	92%	87	6%	446	29%
Y52	NONCAREER	521	4	1%	1	0%	8	2%	1	0%	0	0%
Y00	NON-SPECIFIED	10	0	0%	0	0%	0	0%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	2	2	100%	0	0%	2	100%	0	0%	0	0%
A02	SAFETY & REGULATORY	2,101	1,188	57%	90	4%	1,189	57%	91	4%	106	5%
H21	SCIENTIFIC & ENGINEERING	2,006	1,687	84%	20	1%	1,761	88%	181	9%	290	14%
C12	SECURITY	9,630	9,234	96%	0	0%	9,380	97%	244	3%	242	3%
T01	STATE POLICE ENLISTED	1,679	1,539	92%	1,225	73%	0	0%	23	1%	93	6%
Y51	SUPERVISORY	6,761	6,552	97%	223	3%	6,180	91%	252	4%	1,145	17%
L32	TECHNICAL	1,279	857	67%	21	2%	854	67%	88	7%	94	7%
	UNAVAILABLE	4	1	25%	0	0%	1	25%	1	25%	0	0%
STATEWIDE TOTALS:		55,817	48,507	87%	1,843	3%	47,651	85%	2,652	5%	5,944	11%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 14, ENDING JUN 21, 2003

EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO. OF EMPLOYEES	SAFETY & REGULATION	LABOR AND TRADES	SECURITY	HUMAN SERVICES SUPPORT	SCIENTIFIC & ENGINEERING	TECHNICAL	STATE POLICE ENLISTED	INSTITUTIONAL	HUMAN SERVICES	ADMINISTRATIVE SUPPORT	TOTAL EXCLUSIVELY REPRESENTED
AGRICULTURE	79	614	46	39	0	0	228	23	0	0	0	95	431
ATTORNEY GENERAL	11	462	19	3	0	0	0	0	0	0	0	97	119
AUDITOR GENERAL	03	148	0	2	0	0	0	0	0	0	0	2	4
CAREER DEVELOPMENT	80	922	5	11	0	149	0	2	0	15	322	127	631
CIVIL RIGHTS	15	131	0	0	0	0	0	0	0	0	57	19	76
CIVIL SERVICE	19	186	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,278	37	137	467	0	103	53	0	1,174	575	451	2,997
CONSUMER & INDUSTRY SERVICES	63	3,241	268	40	0	641	115	5	0	0	233	653	1,955
CORRECTIONS	47	17,071	8	867	9,075	0	10	86	0	516	2,132	1,265	13,959
EDUCATION	31	302	2	7	0	2	0	0	0	23	86	75	195
ENVIRONMENTAL QUALITY	76	1,380	36	2	0	0	763	50	0	0	1	209	1,061
EXECUTIVE OFFICE	01	56	0	0	0	0	0	0	0	0	1	0	1
FAMILY INDEPENDENCE AGENCY	43	10,277	192	72	0	74	4	4	0	365	6,074	1,391	8,176
HISTORY ARTS AND LIBRARIES	25	304	25	53	0	0	6	3	0	0	50	48	185
INFORMATION TECHNOLOGY	08	1,727	0	33	0	0	6	60	0	0	1	334	434
MANAGEMENT & BUDGET	07	1,295	6	327	0	0	31	13	0	0	2	222	601
MILITARY AFFAIRS	51	936	29	159	0	0	18	10	0	458	24	56	754
NATURAL RESOURCES	75	3,094	1,165	750	0	0	184	249	0	12	54	238	2,652
STATE	23	1,860	30	22	0	0	0	0	0	0	0	1,269	1,321
STATE POLICE	55	2,759	161	29	0	0	73	22	1,667	6	0	301	2,259
TRANSPORTATION	59	3,019	60	760	0	0	463	697	0	0	1	242	2,223
TREASURY	27	1,556	10	28	0	0	1	2	0	0	6	640	687
GRAND TOTAL:		55,618	2,099	3,341	9,542	866	2,005	1,279	1,667	2,569	9,619	7,734	40,721

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-10

PAY PERIOD NUMBER 14, ENDING JUN 21, 2003

NON-EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO OF EMPLOYEES	BUSINESS AND ADMINISTRATIVE	CONFIDENTIAL	MANAGERIAL	NON-CAREER	PENDING UNIT ASSIGNMENT	SUPERVISORY	TOTAL HERE'S
AGRICULTURE	79	614	36	17	23	38	0	69	183
ATTORNEY GENERAL	11	462	20	50	265	0	0	8	343
AUDITOR GENERAL	03	148	5	69	26	4	0	40	144
CAREER DEVELOPMENT	80	922	118	28	40	15	0	90	291
CIVIL RIGHTS	15	131	3	27	8	1	0	16	55
CIVIL SERVICE	19	186	4	151	16	4	0	11	186
COMMUNITY HEALTH	39	4,278	339	125	154	63	6	594	1,281
CONSUMER & INDUSTRY SERVICES	63	3,241	613	169	143	85	0	276	1,286
CORRECTIONS	47	17,071	184	304	162	37	0	2,425	3,112
EDUCATION	31	302	43	30	12	2	0	20	107
ENVIRONMENTAL QUALITY	76	1,380	56	37	20	31	0	175	319
EXECUTIVE OFFICE	01	56	0	54	1	0	0	0	55
FAMILY INDEPENDENCE AGENCY	43	10,277	416	366	164	7	0	1,148	2,101
HISTORY ARTS AND LIBRARIES	25	304	23	11	20	42	0	23	119
INFORMATION TECHNOLOGY	08	1,727	874	62	66	67	0	224	1,293
MANAGEMENT & BUDGET	07	1,295	273	150	90	44	0	137	694
MILITARY AFFAIRS	51	936	16	29	13	1	0	123	182
NATURAL RESOURCES	75	3,094	73	48	53	8	0	260	442
STATE	23	1,860	129	73	45	10	0	282	539
STATE POLICE	55	2,759	99	53	39	9	0	300	500
TRANSPORTATION	59	3,019	190	131	77	44	6	348	796
TREASURY	27	1,556	503	70	106	9	0	181	869
GRAND TOTAL:		55,618	4,017	2,054	1,543	521	12	6,750	14,897

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

EMPLOYEE ORGANIZATION MEMBERSHIP ANALYSIS FOR NON-REPRESENTED UNITS BY DEPARTMENT
PAY PERIOD ENDING JUNE 21, 2003

Department	Total Employees	Assoc. Of State Executives	Michigan Assoc Of Gov't Employees	Police Officer Assoc. of Michigan	Michigan Inst. Supv. Union	Michigan Nurses Assoc.	Michigan State Employees Assoc.	Michigan State Police Command Officers Assoc.	UAW	Michigan State Employees Assoc.	Total
AGRICULTURE	183	1	7	0	0	0	0	0	0	0	8
ATTORNEY GENERAL	343	0	1	0	0	0	0	0	2	0	3
AUDITOR GENERAL	144	0	2	0	0	0	0	0	0	0	2
CAREER DEVELOPMENT	291	6	9	0	1	0	0	0	3	0	19
CIVIL RIGHTS	55	0	3	0	0	0	0	0	0	0	3
CIVIL SERVICE	186	0	1	0	0	0	0	0	0	0	1
COMMUNITY HEALTH	1,284	0	169	0	18	14	0	0	4	0	205
CONSUMER & INDUSTRY SERVICES	1,287	35	31	0	1	0	1	0	10	0	78
CORRECTIONS	3,118	3	317	0	469	0	3	0	23	1	816
EDUCATION	107	1	1	0	0	0	0	0	2	0	4
ENVIRONMENTAL QUALITY	319	1	6	0	0	0	0	0	2	1	10
EXECUTIVE OFFICE	55	0	0	0	0	0	0	0	2	0	2
FAMILY INDEPENDENCE AGENCY	2,101	5	290	0	33	0	0	0	20	0	348
HISTORY ARTS AND LIBRARIES	119	0	1	0	0	0	4	0	0	0	5
INFORMATION TECHNOLOGY	1,293	1	13	0	1	0	0	0	3	0	18
MANAGEMENT & BUDGET	694	4	7	0	4	0	0	0	1	0	16
MILITARY AFFAIRS	183	5	12	0	35	0	0	0	2	0	54
NATURAL RESOURCES	442	1	41	0	0	0	1	0	0	1	44
STATE	539	1	37	0	11	0	0	0	1	0	50
STATE POLICE	500	0	21	0	1	0	0	177	0	0	199
TRANSPORTATION	796	3	24	0	1	0	0	0	2	0	30
TREASURY	872	2	23	0	1	0	1	0	1	0	28
STATEWIDE TOTALS:	14,911	69	1,016	0	576	14	10	177	78	3	1,943

Note: This report reflects classified non-exclusively represented employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.